

# Navy Personnel Command

# Berspective

# **★Overseas Duty Issue** ★



\*\* THE PROFESSIONAL BULLETIN FOR NAVY OFFICERS \*\*

# The First Word ...

# \*\* COMMANDER, NAVY PERSONNEL COMMAND

reetings from Millington. The focus of this issue of *Perspec tive* is overseas duty. Officers making the Navy a career will most likely experience at least one assignment overseas. My first assignment in the Navy was aboard a tin can homeported in Yokosuka, Japan. It was a great way to start in the Navy because that ship did everything possible for a destroyer to do and then some...from Apollo recovery operations to search and rescue in the Sea of Japan when the North Koreans shot down the EC-121 reconnaissance airplane.

There are presently 22 ships forward deployed in Yokosuka and Sasebo, Japan; Guam; Bahrain; La Maddalena and Gaeta, Italy. In addition, 53 ships are homeported outside the continental limits of the United States, including Pearl Harbor, Hawaii. (I had a fun tour there too.) Twelve squadrons are forward deployed to Atsugi, Japan; Rota, Spain; and Roosevelt Roads, Puerto Rico; five squadrons are based in Hawaii. Overseas duty may also include an assignment as

Defense Attaché or to one of the Unified CINC staffs. The opportunities are endless.

The importance of overseas duty cannot be overstated. In fact, you only have to look as far as the latest newspaper headlines to realize the impact of our forward-deployed forces on world events. On any given day, about one-third of our forces are deployed overseas, with another 20 percent or so underway from homeports.

An overseas assignment brings its own set of challenges, none of which are that daunting; but it can also be very professionally rewarding. Additionally, overseas duty offers families the unique opportunity to see parts of the world they may have only heard of before and to experience life in a new culture. An overwhelming majority of overseas assignments are accompanied tours. Your family will have virtually endless opportunities for travel, learning about new languages and customs, sampling the local cuisine, and meeting new friends. Imagine shopping in Paris, climbing to the Acropolis in Greece, visiting ancient ruins in Jordan, hiking the jungles of Thailand, or relaxing on the white sands of Bali...all of these destinations are just a few hours' flight from Navy concentration areas overseas. While the demands of an overseas tour can be many, the rewards are tangible and gratifying. Talk to your chain of command about their time spent "seeing the world." Visit some of the outstanding Navy Web Sites that explain housing availability, spouse employment, schools and child care, and Morale, Welfare, and Recreation (MWR) opportunities; the Lifelines QOLMALL is a great place to start [http://www.lifelines4qol.org]. You'll find that overseas tours are the ones that stir the best memories. They sure do for me.

I encourage each of you to call your detailer and investigate the possibilities. Talk it over with your families and prepare to embark on an enriching, once-in-a-lifetime experience. Keep charging and smooth sailing.

J. B. Hinkle Rear Admiral, U.S. Navy

Reliable

# Perspective \*\*\* The Navy Officers' Professional Bulletin

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# FROM THE HEAD DETAILER \* RADM HAMLIN TALLENT

Overseas duty is something that every officer and his or her family should look forward to in a career. Duty in a foreign land is one of the most exciting and challenging aspects of our jobs. As a career-minded officer, you should expect at least one tour overseas. We have a wide array of available positions, ranging from education opportunities at foreign service colleges to operational billets among our Forward Deployed Naval Forces.

With that said, the timing of an overseas tour is something that should be carefully considered. As many of us come to find out later in life, that free spirit of our youth begins to grow roots. The best time to go overseas is as a junior officer, because family considerations will begin to increase with time in service. However, any opportunity in your career you have to serve overseas is one that you and your family will not regret.

Some things to consider when making the decision to go overseas are the various cultural and economic perks of living in a foreign land. The availability of space-A flights for you and your family open up many travel opportunities. Economic incentives such as Overseas Housing Allowance (OHA), Cost of Living Allowance (COLA), Consecutive Overseas Tour (COT), the Overseas Tour Extension Incentive Program (OTEIP) and favorable exchange rates all help to sweeten the pot. See NAVOP 008/98 for more information.

From the viewpoint of professional development, overseas jobs are great for gaining true operational experience. Many overseas commands are actively engaged with the host and other nations, providing you with operational insight and expertise that can be useful later in your career. A successful overseas tour also can play favorably in later selection boards. As I said in the career issue, we will always be detailing you with the best intentions for developing your portfolio and advancing your career.

With the advent of the new overseas screening process, as announced in NAVADMIN 297/99, the timeline for screening has been significantly reduced. For more information about the new process, the BUPERS Web Site provides access to the updated overseas screening form, new medical screening form and more information about changes to the process. However, you still want to begin talking to your detailer about an overseas tour early. The more time you allow your detailer, the greater the chance he will be able to locate a billet that is good for your family, your career and the Navy.

As always we remained committed to providing you with the best service possible. We will continue to do our best to support all of you and provide you with the most rewarding careers we can. Don't hesitate to give us a call. Thanks for your support.

H. B. Tallent Rear Admiral, U.S. Navy

# Foreign Area Officer (FAO) Picture

{PERS-442C}: DSN 882-4065, Comm (901) 874-4065

The vision of the FAO program is to develop Navy and Marine Corps Officers with the education and experience to influence regional operations and policies throughout the world. There are endless possibilities for overseas duty as a FAO; over 50 percent of all FAO billets are overseas. There is an updated FAO billet list on the Web Site, http://www.hq.navy.mil/n3n5/fao1-htm. Some of the upcoming billets include:

Activity	Location	Billet	Desig	Rank	Fill
					Date
USCINCEUR	STUTTG	STF PLNS OFF	1050	<b>LCDR</b>	0007
OPNAV	ARLING	INTL AFF/N522C	1000	CDR	0007
HQUNC	SEOUL	PLNS	1110	<b>LCDR</b>	8000
COMUSJAPAN	YOKOTA	BILAT REL	1630	CDR	8000
SOCCENT SEA	MACDIL	INTEL COLL	1630	<b>LCDR</b>	0010
COMNAVFOR	YOKSKA	P&PDIR/	1110	CDR	0010
JAPAN		PLANS/POLIC			

USCINCPAC	PEARL	PLANS OFF	1000	LCDR	0010
ATTACHE RUSSIA	MOSCOW	ASST NAV ATT	1630	LCDR	0010
OPNAV	ARLING	INTNL AFF/N524	1050	CAPT	0010
JSOC	F BRAG	STF PLN/ACOM	1050	CDR	0011
USCINCPAC	PEARL	DEP DIR INTEL	1630	CAPT	0011
USCINCSO JIC	MIAMI		1630	LCDR	0011
DHS HDQTRS	ARLING	DIV CHIEF	1630	CAPT	0011
DMCA NAPLES	NAPLES	CHIEF	1630	CDR	0011

**Calling all FAOs**. We are establishing a FAO database/contact roster for exchanging information about billets and the community as a whole. Please send your phone number and E-mail address to the FAO program administrator, LT Amy DiGiovanni, at

**p442c@persnet.navy.mil** or DSN 882--4065, Comm (901) 874-4065. ☐

# **Acquisition Professional**

{PERS-447}: DSN 882-3837, Comm (901) 874-3837

Overseas assignment opportunities for acquisition professionals (AP) are available, although somewhat limited in comparison to the availability of AP billets within CONUS. There are facility management, contracting and manufacturing assignments at most of our overseas bases for Civil Engineering Corps, Supply Corps and Engineering Duty Officers. For Unrestricted Line Officers, there are a limited number of assignments related to foreign military sales. However, the preponderance of AP assignments are located within the United States. If you are interested in an overseas assignment as an AP, tell your detailer at the earliest opportunity. Overseas AP assignment is not a target rich environment. We may have to expand our search to billets which may not be coded AP, but are still acquisitionrelated, to find an assignment which matches your skills, experience and personal desires.

Two other items of interest to AP officers stationed overseas are the limited opportunity for AP related training and obtaining certification. Defense Acquisition certification requirements can be found at http://www.acq.osd.mil/dau. By law, an officer has 18 months

to become certified to the level and functional area required by the assigned billet. Defense Acquisition courses required for certification can be located at http://www.register-now.cms.navy.mil. While the system is constantly improving with more classes being offered online, several required courses are classroom based and not exported overseas.

When you are working on orders for an overseas assignment, please attempt to schedule any courses you need for certification while enroute to your new assignment. Another question I often receive from our APs assigned to locations such as London, Naples, Bahrain, Singapore or Guam is, "Who is my certification officer?" At overseas commands where there are only three or four APs assigned, there probably is not a designated certification officer. In these cases, the Deputy Director, Acquisition Career Management, will approve certification requests. FAX your request with the appropriate certification check sheet to the Deputy DACM, at (703) 602-8725 for approval.

CAPT Steve Kreutner, PERS-447

# **Joint Picture**

# {PERS-45J}: DSN 882-4217/4218, Comm (901) 874-4217/4218; Fax (901) 874-2696

Overseas duty in the joint arena is alive and well and waiting for you! Joint duty overseas can be had in Europe, the Middle East or Far East among other locations, in billets ranging from Exercise Officer to Defense Attaché. Billets are available in all warfare and staff communities. Overseas joint duty will give you a chance to gain valuable experience in the challenging and demanding world of joint and combined operations. Upon successful completion of your joint tour, you will be awarded full joint duty credit. Tour lengths are based on Department of Defense overseas tour length regulations and can vary from 12 to 36 months depending on billet location. The accompanied tour length must be completed to receive full Joint Tour credit. Check out the PERS-45J Web Page on the Navy Personnel Command Web Site for a list of joint duty assignments. To inquire about specific billets, call your detailer for billet availability.

**Joint Qualifications**. As we anticipate the release of the October 1999 Joint Specialty Officer (JSO) board results, we are already getting records ready for the 2000 JSO selection board to be held this fall. Take a minute and ensure that your record is up to date regarding your Joint Professional Military Education (JPME) and joint duty credit. You can call us directly and we will go over your record if you have any questions about your joint qualifications. Records are automatically screened for the board, but as a final check of your record, remember to order your PSR/OSR. This is what will determine your eligibility for the board. Additionally, this is what the selection board will review during the board as well as your performance record. Once again, if you have any questions concerning joint duty or education, give us a call.

LCDR Tim King, PERS-45J

# **Education Picture**

{PERS-440B}: DSN 882-4056, Comm (901) 874-4056; Fax (901) 874-2676 {PERS-440C}: DSN 882-4100, Comm (901) 874-4100; Fax (901 874-2676 Web Site: http://www.bupers.navy.mil/pers440/

**Foreign Service Colleges.** Attendance at a foreign service college is a unique opportunity to earn JPME credit, represent the U.S. Navy abroad and see the world.

- Foreign service college attendance is available to URL officers.
- Officers must be in the grade of LCDR (and occasionally CDR) to attend intermediate courses. Officers must be in the grade of CDR or CAPT to attend senior courses. Various schools have specific rank requirements.
- Host country language proficiency is required.
- There is no service obligation associated with attendance at any foreign service college.
- All assignments are accompanied tours, if desired by the member.

- While other U.S. military students may also attend a given course, the Navy sends only one officer to each available program.
- References to course start and course length apply to the service college course and not language training.
- If the matrices on the next page indicate that language training is required, assignment to Defense Language Institute (DLI) must occur from 6 to 16 months prior to the course start. Exact timing depends on available language quotas. For example, the next Argentine National Defense School course begins in March of 2002. However, interested candidates must anticipate that language training will begin no later than October 2001. The exact timing of language training will depend on the availability and timing of language quotas. (Please see the matrix of Foreign Service Colleges on the next page.)

# **Education Opportunities**

# Naval Postgraduate School

What's different about an Aerospace Engineering Degree at NPS? There are five general disciplines within the Aerospace Engineering field: aerodynamics, flight mechanics, propulsion, structures and design. A traditional Aerospace Engineering program at a state or private college typically allows extensive study in only one, or at most, two of these disciplines. The Naval Postgraduate School (NPS) Aerospace Engineering program is more thorough in breadth and depth, providing the opportunity to study each of the five disciplines in substantial depth. The result is a peerless graduate education program, enabling graduate officers to knowledgeably guide the Navy's path in aerodynamic disciplines.

NPS also offers several other distinctive advantages. If

your undergraduate degree was not in Aerospace Engineering, and you are committed to earning a master's degree in Aerospace Engineering, NPS will provide the basic engineering education that will enable your migration into a postgraduate engineering program. Additionally, NPS maintains two SCIFs that support study and research in classified areas, a significant advantage, since some of the most current and challenging technological issues emerge first in classified fields.

The programs are divided into preparatory, graduate core and advanced graduate phases. The preparatory phase is tailored to each officer's background and is programmed for minimum time, consistent with capability. After the preparatory phase, both the Aero Engineering (610) and Aero Engineering Avionics (611) students undertake a graduate core pertinent to their respective curriculum. During the advanced graduate phase, all students receive in-depth graduate coverage

Foreign Service Colleges							
Senior Service Colleges: School	Location	Grade	Language	Lang Trng	Crs Start	Crs Length	Outyear
Argentine National Defense School	<b>Buenos Aires</b>	O5	Spanish	6	Mar	12	02, 06, 10
Australian College of Defense	Canberra	06	English		Jan	12	03, 07, 11
Indian National Defense	New Delhi	06	English		Jan	11	03, 07, 11
Inter-American Defense College	Washington, D.C	. O5	Spanish or Portuguese	6	Aug	10	01, 02, 03
Japanese National Defense College	Tokyo	O5	Japanese	16	Aug	12	03, 05, 07
NATO Defense College	Rome	06	English		Feb/Sep	6	00, 01, 02
Norwegian National Defense College	Oslo	06	Norwegian*	6	Aug	10	01, 03, 05
Pakistan National Defense	Islamabad	06	English		Jul	11	00, 04, 08
Royal College of Defense	London	06	English		Jan	11	02, 04, 06
S. African Navy Cmd & Staff College	Muizenburg	O4/O5	English		Jan	10	02, 04, 06
Intermediate Service Colleges:							
Argentine Naval War College	Buenos Aires	04/05	Spanish	6	Jan	11	02, 04, 06
Australian Joint Staff College	Canberra	O4	English		Jan	12	02, 04, 05
Brazilian Naval War College <sup>1</sup>	Rio de Janeiro	04/05	Portuguese	6	Jan	11	01, 02, 03
Canadian Forces	Toronto	O4	English/French	6	Jul	12	01, 02, 03
Command & Staff Course							
Chilean Naval War College	Valparaiso	O4	Spanish	6	Jan	11	03, 05, 07
French Joint Defense College	Paris	O4	French	6	Feb	16	02, 03, 04
German AFSC	Hamburg	O4	German	8	Sep	24	02, 04, 06
Indian Defense Services Staff College	Wellington	O4	English		Jun	11	02, 04, 06
Italian Naval War College	Rome	04/05	Italian	6	Aug	10	03, 05, 06
Japanese MSDF	Tokyo	O4	Japanese	16	Mar	12	04, 06, 08
Spanish Naval War College	Madrid	04/05	Spanish	6	Jul	11	03, 05, 07
UK Advanced Command and Staff College	Bracknell	O4	English		Jul	12	01, 03, 05
Uruguayan Naval War College	Montevideo	04/05	Spanish	6	Feb	9	03, 05, 07
Venezuelan Naval War College	Caracas	04	Spanish	6	Jun	11	01, 03, 05

All Language Training takes place in Monterey California at the Defense Language Institute, except for Norwegian.

<sup>\*</sup> Norwegian language training is only taught in Washington D.C.

<sup>1.</sup> Assignment to the Brazilian Naval War College is followed by a one-year Personnel Exchange Program (PEP) assignment to the Brazilian Fleet Training Center in Rio de Janeiro.

through advanced electives in areas of their choice, including flight dynamics, gas dynamics, propulsion, structures and aircraft or missile design. Students in the Aero Engineering Avionics curriculum receive advanced studies in guidance and control, radar systems and electronic warfare, aeronautical data systems and avionics design.

**Entry Dates**. Aeronautical Engineering is a seven or eight-quarter course of study with entry dates in April and October. Those requiring the Engineering Science Curriculum will have their time of arrival adjusted to accommodate it. For further information, or to discuss this program, contact the Curricular Officer, CDR Joe Welch, at DSN 878-2491, Comm (831) 656-2491.

# Systems Engineering Integration: A Revolutionary

**Approach.** Seize the opportunity to earn an education in the acceleration of technology from the lab to the battle-field. The System's Engineering Integration (SEI) Program is a challenging, intense and nontraditional program which provides a solid understanding of the principles and applications of systems engineering, and employs these principles to gain insight into operational problems. This curriculum includes a core of courses in fields of modeling, simulation, weapons and sensors, that will enhance understanding and analysis of selected case studies and weapons systems.

The SEI educational program is focused on educating URL officers to rapidly exploit emerging technologies to achieve warfighting advantages. The students will blend their operational experience with a thorough technical education to expeditiously integrate new technological capabilities into operational applications. The officer will be able to evolve current tactics and doctrine to expeditiously leverage imminent technological advances.

The program is designed as a highly integrated graduate education experience, built around a carefully chosen problem of urgent interest to the Navy's leading tacticians. There will be lectures, team projects and individual research, as well as seminars from visiting experts. Each arriving officer is evaluated for existing knowledge, skills and competencies and an individual course of study will be developed. The length of this program will be six quarters. In addition, the SEI program has integrated the Naval War College JPME Phase I sequence into the course of study, allowing attainment of full Phase I credit.

Entry Date. The Systems Engineering and Integration

curriculum is a six-quarter curriculum, with entry dates in July. If it is necessary due to APC requirements, the 12-week refresher will begin study one quarter prior to this entry date. For further information, or to discuss this program, contact the Curricular Officer, CDR Joe Welch, at DSN 878-2491, Comm (831) 656-2491.

#### **Operational Logistics**

FY00 quotas are still available in the Operational Logistics curriculum at NPS. Students completing the 21 months curriculum receive an Operations Research (Logistics) master's degree and a 0043 subspecialty designation.

What is Operational Logistics? Operational Logistics employs mathematical and computer models to understand complex logistics situations/systems, and uses this understanding to predict system behavior and improve system performance. In addition to learning modeling and simulation techniques, students receive extensive training in joint and naval logistics. Operational Logistics is closely related to other decision sciences such as applied mathematics, economics, industrial engineering and systems engineering.

What are the program entry requirements? A baccalaureate degree from a program with a calculus sequence that results in an Academic Profile Code (APC) of 324 is required for direct entry into the Operational Logistics program. Student waivers may be granted based upon a strong undergraduate record, Graduate Record Examination (GRE) scores and/or completion of extension courses in quantitative subjects. The one-quarter Engineering Science Program (curriculum 460) is available for students who do not meet APC direct entry requirements.

**When do courses begin?** The Engineering Science Program refresher quarter starts in June 2000, and the Operational Logistics coursework begins in September 2000.

How do I learn more about the Operational Logistics curriculum? Contact the curricular officer, CDR Giancatarino, DSN 878-3116, Comm (831) 656-3116, E-mail mfgianca@nps.navy.mil or the Operational Logistics subspecialty consultant, LCDR Kresek, (DSN 332-7134, Comm (703) 602-7134, E-mail kresek.carolyn@hq.navy.mil.

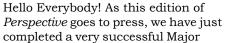
Your detailer can provide specific information on your eligibility for these FY00 Operational Logistics quotas.

# **Surface Picture**



# {PERS-41} DSN 882-3927, Comm (901) 874-3927; Fax (901) 874-2687

# ★ Captain's Corner



Command Board, and have "prep at the dip" as we prepare to go alongside and conduct the CDR Command and LCDR CO/XO boards. Look for the results of these significant milestone events on our PERS-41 Web Page.

The focus of this edition is overseas duty, one of the most exciting opportunities in the Navy today. Join the Navy, see the world. We've all heard that one, and guess what? In our line of work it really is true! You have all heard this before: SWOs will do an overseas tour at least once during their career. Why? The number of 1110 billets overseas has increased over the years; therefore, the opportunity has also increased. My advice? Do it when it makes sense for you (and your family). For a lot of folks, that may mean doing it early in one's career when the kids are young and relatively mobile. For others, waiting a few years until the kids are on their own may be the better option. Regardless of the option you choose, talk to your detailer early in the process so he can start looking for billets that will fit your timing and career needs. We have billets available all over the world, from Bahrain to Belgium, and for all ranks. Most officers find that overseas duty provides one of the most satisfying professional/personal experiences of their naval career ("value added" to your portfolio, opportunity to travel with the family, generous overseas housing allowances and being a part of our forward deployed naval forces). I speak from experience here, as I did an overseas tour with the FDNF (a.k.a. OFRP) - it was a terrific operational tour and diversified my portfolio.

I've been in the job about seven months now and have visited all of the fleet concentration areas. One of the take aways from our travels is being received loud and clear in Millington. You are telling us that it is "too hard" for some of you junior SWOs to speak with your detailer. You are right! This smacks right in the face of our top priority, customer service. We need to do better and are aggressively working on it. Our goal continues to focus on your best interests, thereby resulting in you receiving the right set of orders. After making such a statement, everyone must realize that there are many competing issues that define the right set of orders. Personal desires coupled with career needs, then throw in a sprinkling of needs of the Navy, now we are getting at some of these issues. So what is the best thing to do? Start a dialogue with your detailer early on in the process and get the issues on the table. Working together, we have a better chance of getting it right. It may not

always fit personal desires, but it will be fair and up front! We do not have all the answers in this regard, therefore, if you have any ideas regarding improving customer service, please let us know. How are we planning to tackle this issue head-on? Simple, we are turning distribution into a CONTACT SPORT! In the months to come, we are coming to you, and will brief you on the issues and then discuss individual career progression.

I have never been more excited about the direction Surface Warfare is heading, and that feeling is resonating along the waterfront! As a result of aggressive action taken by SWO leadership, our SWO identity is leading from the front of the group. This isn't imagined, it's REALITY! You are demonstrating this on a daily basis both on the waterfront as well as ashore. We can see it back here in Millington. The momentum is in overdrive within the community, and we need to capitalize on it and continue moving forward. Truly, it has never been a better time to be a SWO! See you soon, until then, sail safe!  $\square$ 

CAPT Bob Conway, PERS-41

# ★ Surface CDR {PERS-410}



By the time this issue of *Perspective* reaches you, the FY00 CDR Command Board results will be out, and for those newly selected, congratulations, you are headed to the greatest job in the Navy! For you, and those previously selected but not yet slated, the wait to command can seem like an eternity. The process of developing the command slate is not intended to be a mystery; it is an effort that brings together ship availability, your duty preference, your availability (PRD), career timing and your experience. A good match between your preference and ship availability is the goal, so if you are in the bank, make sure your duty preference card is accurate! One final word on slating: when an officer assumes command, the next slate should provide a named relief. We go no deeper than that to avoid re-slating and other problems associated with a series of officers in line for a single ship.

The December 99 slate completed YG82 officers and slated several YG83 officers. This group will arrive at command with an average of 18 years and 3 months commissioned service (YCS). We continue to work toward the goal of getting officers to command at 17.5 YCS (by FY03), without reducing opportunity for command. This is why command tour lengths are presently running 18 to 20 months. This "bank management" tool is not used indiscriminately – CO/XO PRD coordination, ship schedule, relief's availability,

competitiveness/FITREP timing considerations, and ISIC input are all carefully considered.

Following command? My job as your detailer is to maximize your opportunity for selection for major command. For some, this means going back to sea on a numbered fleet or battle group staff, or as XO on a big deck amphib. (Recent board results bear out the added value of these assignments). For others, joint duty is the right move, or a SWO community vital assignment at SWOS or on the OPNAV staff. There is no single-best post-command billet, but there probably is a single-best assignment for you.

Finally, a word on this issue's theme – overseas duty. I have served overseas twice, once on SEVENTH Fleet Staff, and later in a joint assignment. I found the operations challenging and the experience fantastic. Operations on FDNF ships are fast-paced and very rewarding, with typically more battle group operations and port visits than ships deploying from CONUS. What a great way to see the world! So remember, as you plan your own career or mentor your JOs, statistically everyone will serve an assignment overseas, and by volunteering you can drive the timing to better fit personal considerations.

CDR Balmert, PERS-410

★ Surface LCDR {PERS-411}



In keeping with the theme for this issue of *Perspective*, we'll address overseas duty and how it fits in the SWO career path at the post-Department Head level. First, we'd like to hit once more on the FY00 LCDR CO/XO Screening board.

For those who have missed the past issues of *Perspective*, the XO board this year will be held 01-05 May 2000. Our board is scheduled by the folks that own and operate the board facilities, and we are subject to the timeframe that they give us. What should you be doing now to prepare?

- -Order your PSR/OSR and your microfiche. Review these documents to ensure that your record is complete. Ensure we have all of your FITREPs, quals and a photo in your current grade.
- Check our Web Site. Lots of information is, or will be, posted on our Site in order to save you the trouble of calling. You should be able to find the list of eligible officers, known errors in your record (like missing FITREPs, qualifications and photos) and documents received. We will update the Site frequently to help keep you informed.
- Ensure we have good contact data for you. We will need to have an E-mail address and phone number for every eligible

officer. Typically, we will find errors in records and we will need to get in contact with you to get missing documents. We will also need your E-mail address and phone number so we can contact you with board results!

Now, one of the ways to build your professional portfolio in order to enhance your competitiveness at the XO board is to seek overseas duty. This is one of the greatest benefits of this profession, one that many civilian corporations do not offer. You get the opportunity to immerse yourself and your family in a different society and experience their history and culture.

Selection boards understand the stress that can come from replanting the family in a foreign country. They also recognize the fact that many overseas commands are actively engaged with the host and other nations, and the Navy can employ your expertise later in your career. The operational insight and experience will make you a more effective XO and CO.

We have overseas duty almost everywhere around the world. Overseas duty comes in several varieties. Overseas sea duty is the first. For post-DHs, we are talking about duty at the numbered fleets (6th and 7th Fleets), Carrier Group FIVE and FDNF ships. Next is overseas shore duty, which includes joint commands (like US European Command, Commander and US Forces, Korea) and USN commands (like CINC US Naval Forces Europe and 5th Fleet). Additionally, we have some Professional Exchange Program (PEP) jobs with foreign navies.

Many overseas locations offer additional pay and benefits, making these assignments very attractive. Duty in the Arabian Gulf is currently tax-free and offers significant cost of living allowances. The schools in Bahrain are reported to be among the very best in DOD.

Finally, and most importantly, overseas is where the action is. If there is to be a fight, it will likely be overseas. The Mediterranean, Korea and the Arabian Gulf are all locations that could potentially offer fleet and joint operations that no training scenario could match.

CDR Barclift, PERS-411A



# ★ Surface Junior Officer {PERS-412}



I would like to begin my first *Perspective* article by thanking and bidding farewell to CAPT Peter Daspit, who I recently relieved as PERS-412. CAPT Daspit did a brilliant job in this position over the past 18 months, and is the officer most responsible for shepherding the "SWO Bonus" through Navy and congressional leadership. His legacy of improving SWO JO quality of life will be felt throughout the fleet for years, and I am honored to follow in his wake. CAPT Daspit is starting the PCO pipeline to relieve as CO of USS CHOSIN (CG-65).

Overseas duty is the theme for this issue and I will offer a few comments based on personal experience. The lists of pros and cons associated with overseas duty are generally source related; people either loved it or hated it. From a PERS-412 perspective, we have billets in overseas ships and stations that we will fill to carry out the Navy's global mission. These billets offer exciting, demanding and professionally rewarding opportunities to serve as part of our Navy's forward-deployed forces. Career naval officers should plan on serving at least one overseas tour. My personal experience leads me to recommend that, for most officers, earlier is better. Family considerations seem to manifest with time in service; older children are more difficult to move, spouse careers mature in CONUS locations and senior selection boards begin to look for overseas duty as "tie-breakers." As a department head, I moved my family to Japan in conjunction with a homeport shift, and we had a great time. Our kids were old enough to appreciate the experience and still young enough to move without a lot of whining. Seventh Fleet underway operations were always exciting, and spouses were encouraged to meet the ship in various liberty ports (Hong Kong, Singapore, Pusan, Perth, Pattaya, etc.). My wife and I still reminisce about the closeness of the wardroom families living on base in Yokosuka, resulting in the most fun we've ever had. With our kids now in high school and totally absorbed in their own priorities, it would be difficult to replicate the same free spirit that characterized that early overseas tour. We are all responsible for managing our careers with the assistance of trusted mentors. Ask your CO about his/her feelings on overseas tours, and plan ahead for the best time in your career to take the plunge.

If you are looking for duty in the heartland, I am looking for three hard-charging junior officers to come work for me as detailers here in Memphis. We have increased the number of PERS-412 billets to make sure that you, our customers, are receiving the individual detailing service you deserve. This

is a unique opportunity to gain early insight into Navy personnel management and to help shape the future Surface Warfare Officer corps. And, contrary to some waterfront scuttlebutt, the quality of life in Memphis is excellent! There are new neighborhoods with beautiful, reasonably priced homes, new high-quality public schools, three major colleges, large new shopping malls and easy commuting around town. The legendary night life on Beale Street downtown offers a unique music and entertainment venue. After all, Memphis is the home of the "King" and the Graceland Mansion tour continues to be a "must do" for all visitors. In addition to several world class golf courses in the greater Memphis area (including TPC at Southwind), there is also a recently renovated championship quality golf course on base. Two of my detailers are enrolled in an onbase graduate education program from the University of Arkansas. Next time you talk to your detailer, ask about his/ her job and Memphis as a possible shore-duty alternative (only the very best need apply).

I look forward to working in your behalf to make your next assignment desirable, professionally rewarding and career enhancing. Take advantage of our Web Site at http://www.bupers.navy.mil.pers41 and never hesitate to E-mail or call your detailer. Finally, you can now update your Duty Preference Card on-line at http://

www.bupersaccess.navy.mil. This new service should be used in conjunction with counseling from your CO/XO to build a DUPREFCARD that reflects your desires, while also keeping you on track for promotion and screening. After you update your DUPREFCARD drop an E-mail to your detailer to get another opinion. When it comes to managing your career, it is never a good idea to wait and hope for the best!

CDR Pat Allen, PERS-412





Greetings from Millington. Board season is well underway. Congratulations to all the officers who screened for Major Command and CDR Command. The results of the selection boards continue to reaffirm that the community is strong and performance at sea will get you screened. The XO board is upon us. Please check in with me if you are up for the board to make sure your record is ready.

**Overseas Assignment:** Overseas duty assignments provide a great opportunity to see the world with your family. Just because you have the nuclear subspecialty, do not think that an overseas tour is out of the question. We have SWO(N)s serving on both sea and shore commands around the world.

As a matter of career progression, a majority of officers will do at least one tour overseas. Typically, the most beneficial time to do this tour is when you are a Junior Officer. As a JO, you will not have to worry about the impact on grown children or how to get three dogs through quarantine.

One of the best ways to get an opportunity to go overseas is by doing a complex nuclear shore tour as a JO. After you serve at NPTU or NPS as an instructor, you are able to choose your homeport for your initial DH assignment. After 18 months of a first tour DH, you will return to CONUS for your Carrier PA tour. I used this option to go to Hawaii for a DH tour (previous instructor at NNPTC), and then returned to CONUS to be the engineer on the USS South Carolina.

Many overseas duty stations provide excellent exposure to tip-of-the-spear current operations, in addition to the obvious cultural benefits. If overseas duty appeals to you, drop me an E-mail and we can discuss future openings. I have posted all the Professional Exchange Program billets for junior officer shore tours on our Web Site.

Command at Sea Qualification: So you have made it through all the screenings up through XO, and you have finally walked up the brow as the XO. You have checked your record and you feel that you are ready to go for the CDR Command Board. Well, you are almost ready. The last ticket that you need, besides a successful XO tour, is your Command Qualification. This qualification is critical in the final selection process for command at sea. Don't wait until you're an XO to prepare for command qualification. As a DH you can accomplish many of the prerequisites; TAO qualification, EOOW qualification and the shiphandling letter. Also, there is no XO time requirement to satisfy prior to having a Command Qual Board. When your CO and Commodore feel you're ready, go for it! If you have any questions concerning the qualification, refer to OPNAVINST 1412.3E or feel free to send me an E-mail.

As always, I am standing by to assist you with your detailing needs. I look forward to hearing from every one of you over the next year.

LCDR Carter, PERS-412N

★ Surface Placement {PERS-413}

So XO, the Captain says it's time to put together another LORTARP and you weren't listening that afternoon when I gave my LORTARP lecture at PXO School. (Hey wait a minute. I'm supposed to be writing about overseas duty. I'll get to that in a

minute.) Anyway, you've got to do a LORTARP and your predecessor didn't leave you the file. So much for the great turnover.

Not to fear, XO. I've been there and I feel your pain, and unlike the last XO, I'm here to bail you out. Often I'm asked: "What is the reference for doing a LORTARP?" Truthfully, I don't know and you know what, it doesn't matter. Very simply put, the LORTARP tells me, your officer manning bubba, who you have in what billets, when they leave and who's coming in behind them. Put it in whatever format you want and send it any way you can get it to me - message, E-mail, fax or mail. If you work off an Excel spreadsheet, zap us your latest version and we'll work it - the catch here is, of course, that the Captain and you are in sync. After all, it's his wardroom and his manning concerns, which by default are your concerns.

O.K. - The Captain says we've got to send a message LORTARP because "that's the way we've always done it." No problem. I've put a sample message LORTARP on the PERS-41 Web Page, http://www.bupers.navy.mil. Click on "Detailers," then "PERS 41 Surface Detailers," then "Surface Placement (P413)." If you can't access the Web, just start with your latest ODCR. (I know, the ship's office can't find it, but there's probably one laying around if you put enough pressure on YN1). The ODCR lists all the people I hold on board and in what billets I hold them. List your billets by sequence number, noun name, officer filling the billet and respective PRDs. Note here that if an officer is under orders and he detaches in a month that is not his PRD, use the detach month as his PRD. List your prospective gains directly underneath the officer that they will be relieving. Should you wish to internally shift an officer (ELECO will become GUNNO, for example), just tell us in a note and list the month that the shift will occur and we'll shift them on your manning slate that month. If you've got more officers than you have billets (you have an OI Division Officer in addition to the CICO, but only have one CICO billet), just list the OI DIVO in the CICO billet sequence code (BSC) and change the noun name to "OI DIVO." Please don't make up BSCs, use 99999 (these are invalid) or just list an officer "in excess." If I saw an outgoing message that listed me "in excess," it would adversely impact my morale big time.

All right, you've now got the core LORTARP drafted. Tell me your officer manning concerns. Do I have too may officers rolling at one time? If so, do they need to roll for career

#### How are we doing?

Your feedback is critical to the success of *Perspective*. As we begin our second year using "theme-driven" issues, I hope that we've covered the topics that are paramount to your career progression. Do you have ideas for future issues? If so, let me know. E-mail me at

perspective@persnet.navy.mil.

ENS Eric Petersen, PERS-051 Editor

timing? Use the Division Officer Sequencing Plan (DOSP) and Department Head Sequencing Plan (DHSP) milestones as your guide, or simply call your Placement Officer to find out. This is a great time to discuss next tour options with your officers.

And that, of course, brings me to overseas duty. I've been here about a year and a half and believe me XO, I've heard it all when it comes to overseas duty. One officer even told me that his JG was "too good to go overseas." (That officer is now a Placement Officer working for me! No names but you ought to be able to figure it out.) Let's face it, XO, 73 percent of our billets are at sea and overseas. Chances are, we're all going to do one overseas tour in our career, and guess what? Guys who have done it want to do it again. This includes their families. So, when you work your LORTARP and conduct that career counseling, don't forget about those challenging, and often, once in a lifetime opportunities for your officers overseas. It's part of our career path and you need to include that in your list of options when counseling officers on future tours. As CAPT Conway (PERS 41) preaches on the road, "go overseas early, because it gets harder once the kids get older, parents get older, dog can't make the trip and so on." You owe it to your officers to give them the straight gouge.

Good luck with your LORTARP (about four times/year please) and call if you have questions. The Placement Staff has not changed since the last issue of *Perspective*, so just use the listing in the back this magazine for names, E-mail addresses, and phone numbers. We stand ready to help!

CDR Neil Parrott, PERS-413

# ★ Surface LDO/CWO {PERS-414}



**Admin Corner.** Overseas assignments are an important experience in the development of well seasoned LDOs and Warrant Officers. In addition to being career enhancing, they are also enjoyable for you and your family. The professional and personal experiences gained from an overseas assignment, the friendships developed and the expanded view on how our military works are all beneficial to a great career. Additionally, it should go without saying, Selection Boards recognize the value of

an overseas assignment. Now that I have you excited, I must let some wind out of this bubble. We Admin folks have lost considerable overseas billets over the last decade. Today, we have the following combined (sea/ shore) overseas billets: Japan (12); Korea (2); Guam (2); England (4); Spain (2); Italy/Sigonella (4); Bahrain (2); GTMO (1); Diego Garcia (2); Azores (1) and about 10 in Hawaii. Consequently, I cannot post everyone overseas who desires an overseas billet. For this reason, and other proven professional reasons, I am rarely inclined to recommend, support or write orders for back-to-back overseas tours. As your detailer and career counselor, I am convinced that back to back overseas is not career enhancing, and I've told many of you that. However, those of you who desire at least one overseas assignment ought to be able to find it. Our forwarddeployed ships are among the very best of these assignments, as you are checking two blocks, vice one. I encourage you to do at least one overseas assignment, as it's good for you professionally, it's good for your family and it's good for our Navy. Talking about overseas assignments, I am looking for a hot shot to relieve this summer as XO, PSA Far East, Yokosuka, Japan. It is a great job. Give me a call if you are interested.

I do want to welcome aboard LT Evan Higgins, who has recently relieved LCDR Jeff Freeman, our long standing EMO/COMM/ADP Detailer. Evan's most recent assignment was as the Information Systems Officer, on board the USS INCHON, homeported in Ingleside, Texas. He is a former radioman who has served at NAS Jacksonville; on board USS BELLEAU WOOD in Sasebo, Japan; and at ASCOMMDET Lajes, Azores. We are pleased to welcome Evan and his wife, Janie. We bid farewell to LCDR Freeman, who has reported aboard and sailed with USS STENNIS as the combat systems officer. Jeff will be missed but not forgotten. Thanks for all your hard work and friendship, Jeff.

We remain a growth industry. This year's LDO/CWO Board is set to be a big one. Remember to continue to groom your very best chief petty officers and first and second class petty officers toward this goal as a commissioned officer. We have either converted or developed over 280 surface billets in the last 18 months. Push your best Sailors, we need them. Have a great year.

CDR Jon H. Underwood, PERS-414

**Deck/OPS/Ordnance/Security Corner**: We have a considerable number of overseas billets available in all designators, with the following recent additions:

6160/CDR NAVMARANASSUPPAC GUAM ACOS ORD 6120/LCDR SOCOM RRDS STF OPS & PLNS 6120/LT NAVCENT BAHRAIN TFCC 6490/LCDR NS GUANTANAMO BAY SEC OFF

In addition to the wonderful experiences that you and your family will have during an overseas tour, it sends a very positive signal to a selection board that you're not afraid to take a tough assignment. As competitive as promotions are, particularly the more senior you get, this can be what puts you "over the top." Don't hesitate to call me for available billets in your window.

If you haven't been to the BUPERS Web Page recently, you can now go to http://www.bupers.navy.mil/pers41/414/414b to find a current billet listing for all designators. The Web Page is currently under construction, and I hope to make this a valuable source of information to you all. Any comments you have are welcome.

I am currently building my E-mail address database so I can distribute designator updates when appropriate, and to put out information that is too lengthy to discuss in *Perspective*. If you haven't corresponded with me via E-mail recently, please forward me your work and/or home E-mail address.

LCDR Richard N. Soucie, PERS-414B

**Engineering/Repair Corner**. Let me first say I appreciate all the calls and encouragement from everyone as I assume the reins as your detailer. I thank CDR Mike Barrett for such a great turnover and for inviting me to such a neat job.

Our focus in this issue is "Overseas Duty." As engineers, our billets are much more limited than those of my fellow detailers in PERS-414, but we DO have the opportunity to serve overseas. If you talk to the officers filling these jobs, they are challenging and very professionally rewarding, not to mention being viewed quite positively by selection boards.

The lion's share of our overseas tours are in Japan, with the majority of those on sea duty. We also have billets in places such as Italy, Bahrain, the Bahamas, Guam and of course, Hawaii. Though I usually have difficulty convincing someone that an overseas tour is the way to go, once the officer is stationed there, they often do not want to leave. You are literally on "the tip of the spear," as they say, but then, we in the engineering/repair world have never been intimidated by hard working jobs, because we know the satisfaction of a job done well.

The billets we fill overseas are serious billets required by the Navy to accomplish its mission. The men and women who fill those billets are a special breed. Though I've never personally been assigned to an overseas billet, I have the utmost respect for those who have. It takes a special person to step out of their comfort zone and tackle the challenges not only of the job they're assigned, but of being stationed in a foreign country as well (OK, OK, so Hawaii is not a foreign country). I've known a lot of engineers who have stepped up to that challenge, and, bar none, they come away from the job with an acute sense of accomplishment and job satisfaction. Are you one of those people? Call me and let's talk about your next assignment.

I have recently started a Web Page to help keep you informed of changes in our designators (613X/713X/714X). Currently, a list of billets available in our designator is there. But as time goes on, I will be expanding the Page to include such things as "hot fill" requirements, news about our designators, etc. If you have any ideas as to what you would like to see, certainly let me know. The Page can be accessed via the Navy Personnel Command Home Page (http://www.bupers.navy.mil), or directly via the following link: http://

**www.bupers.navy.mil/pers41/414.** Until the next time, keep the Navy safe and stay in touch.

LCDR(Sel) Scott Hoard, PERS-414C

**EMO/COMM/ADP Corner.** I recently relieved LCDR Jeff Freeman as PERS-414D. LCDR Freeman left some big shoes to fill, and I intend to continue the same professionalism he established. As I reflect back on my tours, I offer you the same excellent advice that was provided to me when making tough career decisions. I am committed to each and every one of you, your careers and your success.

Sea duty is my number one fill, and there is no substitute for sustained superior performance at sea! It's a challenging environment, and those who hit the deck plates running will break out ahead of the pack. I encourage each of you to earn your SWO pin. Historically, this qualification was not "required." However, today's competitive Navy selection boards often have to split hairs, and the SWO pin can mean the difference

between selecting or not. It is more than just a qualification, it's the symbol of professional excellence. Again, when it's your turn to go to sea - go! Having said that, this issue discusses overseas assignments.

As an enlisted Sailor, I completed two overseas tours, and as an officer, my family and I enjoyed the opportunity to live and serve in the Azores; Portugal; and Sasebo, Japan. In every case we had reservations about going, but in the end we departed each country with heavy hearts. I encourage you to consider an overseas tour. It is an excellent opportunity to enjoy a foreign culture, travel and see some of history's most important landmarks. I have excellent career enhancing jobs in Japan, Guam, Hawaii, Italy and Bahrain. This is not a complete list. If you are interested in an overseas assignment, call or E-mail me.

For those of you who have already communicated with me, thank you for the warm welcome. I look forward to communicating with all of you. And again, I thank LCDR Freeman for doing a super job as our detailer, and wish him fair winds and following seas.

LT Evan Higgins, PERS-414D





Overseas Tours. Over the course of a career, every SEAL officer can expect to do an overseas tour. Overseas tours are available in England, France, Spain, Italy, Germany, Bahrain, Japan, Korea, Peru, Guam and Puerto Rico. Language training for these tours can be arranged in many cases. It is usually best to be aggressive and get your overseas tour done early in your career. Remember, the list below is only today's snapshot. If you are interested in something you don't see, call me.

# Some Overseas Assignment Opportunities.

Command	Fill Date	Rank
5 <sup>th</sup> Fleet	Dec 00	CDR
PHIBGRU-1	Jan 01	LT
NSWU-1	July 00	CWO/LDO
NSWU-1	Mar 01	LT
NSWU-2	Jan 01	CWO/LDO
NSWU-3	July 00	LT
NSWU-4	Nov 00	LT
NSWU-4	Jan 01	LT
NSWU-10	Mar 01	CWO/LDO
SOCKOR	Jan 01	LCDR

SOCPAC Jan 01 LCDR SOCSOUTH Jan 01 LCDR

**CO/XO Screening**. The NSW CO/XO screening board is May 22-26, 2000. If you are before this board, get your record squared away now. If you were selected for promotion to LCDR or CDR on a FY00, FY99 or FY98 selection board, and if you are not currently in the tour or have completed it, then your record will be before the board. If you were previously screened and are in the "bank," ensure your latest FITREP is in your record for review. If you have questions about your status, please call me.

Officer Continuation Pay. The SPECWAROCP program has been available since November 24. We have had approximately 64 applications to date, with officers receiving from \$6,000 to \$80,000. Remember, you can apply more than once during your eligibility period, using the one, three, and 4-8 year options, depending on what best fit your needs. The application process is simple. You must be an 1130, so plan ahead and get your augmentation package before the April or October transfer/redesignation board. See NAVADMIN 321/99 for details, and if you have further questions, please call LCDR Tim Szymanski or me.

**Graduate School**. We still have Naval Postgraduate School billets available this June and September. If you are interested in attending, please contact me soon. We also have quotas available for Tuition Assurance (TASS). See the current NAVADMIN for application requirements.

**Lateral transfers**. If you are an unrestricted line officer considering a transfer to NSW, your package is due June 30. You will compete with the other URL officers seeking transfer, so ensure your package is on time and complete. You will never be accepted if you don't submit a package. Submit packages to:

DEPARTMENT OF THE NAVY N131H BLDG 2 NAVY ANNEX WASHINGTON DC 20370

**Keep in touch**. Often the best way to contact me is by E-mail. If you have an unclassified E-mail account at work or at home, please send me an E-mail so I can save your address in my contacts file. I will use it to stay in touch with you, and to sometimes pass community information. This works especially well if you're over-

seas. Greg and I can be reached at DSN 882-3911, Comm (901) 874-3911 (fax -2759). My E-mail is **p415@persnet.navy.mil**.

LCDR Steven Nelson, PERS-415



**Board Season**. Selection boards have been well underway since the beginning of the new year. Statutory boards coming up are the LCDR Line Active (April 25, 2000), CWO3/4 Active (June 5, 2000) and LT Line Active (June 26, 2000). Administrative boards include the LCDO CO/XO (May 1, 2000) and SWO Department Head (September 18, 2000). Remember, DH screening is required prior to being eligible for EOD school. You are eligible once you attain your Surface Warfare qualification. Screening criteria are SWO quals and DH recommendations in your FITREPs. Because your record has been converted into EMPRS (Electronic Military Personnel Record System), it is important to request and verify the accuracy of your service record in preparation for upcoming boards. To do this, either write, call or fax your requests for microfiche and PSRs to:

NAVY PERSONNEL COMMAND PERS 313C1 5720 INTEGRITY DRIVE MILLINGTON, TN 38055-3130

To Call: DSN 882-3415/6/7, Comm (901) 874-xxxx To Fax: DSN 882-2664, Comm (901) 874-2664

**PCS Moves**. PCS \$ will be in short supply as we enter the second half of this FY. If you have a summer PRD, the possibility exists you could be extended until the

next fiscal year. I am in the process of prioritizing the remainder of FY00 moves, and will try to move everyone on time.

**Overseas**. There are numerous overseas billets available, all of which offer challenges and adventure. You can expect to serve at least one overseas tour in your career, either afloat or ashore. I have broken out some of the upcoming overseas duty assignment opportunities for this *Perspective*, so read it over and discuss with me which ones may interest you. Remember, all assignments are as rewarding as you make them!

# Overseas Assignment Opportunities:

Command	Rank	Desig	Billet	Fill/
				Status
PEP FR-CHERB	LT	1140	3 <sup>rd</sup> Officer	0006
PEP AUST-SYDNEY	LT	1140	EOD	0011
USPAC JNT SA	LCDR	1140	Naval Ops Off (JD1)	0011
THAILAND				

#### **CONUS Assignment Opportunities:**

EODTEU 1	LT	1140	InstTech/EOD	Gapped
NDSTC	CWO3	7480	EOD Diving Div Off	Gapped
EODMU 7	CWO3	7480	EOD/Train	Gapped
NAVSCOLEOD	LT	6480	Inert ORD/EOD	Gapped
OPNAV	CDR	1140	WEP LOG (N411H)	0006
EODTEU 1	LT	6480	INST TECH/EOD	0006
EODMU 10	LT	1140	XO AFLOAT	0006
EODGRU ONE	LT	1140	STF PLN/EOD	8000
EODMU 11	LT	6480	STF Readiness	0009
MCMRON TWO	LT	1140	EOD	0009
COMOPTEVFOR	LCDR	1140	EOD Equip Systems	0011
MCMRON ONE	LT	1140	EOD	0011

**BZ Corner**. Congratulations go out to CAPT Bowles and CDR Mirick, who selected for Special Operations Major Command!

**Best Regards and Stay in Touch!** Greg and I can be reached at DSN: 882-3911, Comm (901) 874-3911; Fax (901) 874-2759 (Attn: NPC-416). □

CDR Frank A. Morneau, PERS-416



# **Submarine Picture**



{PERS-42} DSN 882-3930, Comm (Toll Free) 1-800-526-3583; Fax (901) 874-2648

# **★** Captain's Corner

The FY01 CO/XO screening board convenes June 12, 2000. Now is the time to start preparing for this important career milestone.





Officers under consideration for the upcoming board are:

- CO: Year Groups 85-87 and 84 COSS officers
- XO: Year Groups 89-91 and 88 XOSS officers

In addition, each board will review records for those eligible officers previously screened, but not yet assigned, to determine if their current screening status is appropriate and to recommend changes where deemed necessary.

PERS-42 detailers are assigned to record the proceedings of the board, document voting results, etc. They review each eligible officer's record for completeness, looking for missing FITREPs, photos, etc. This review is done approximately two weeks prior to the board convening. Following the review, attempts are made to locate missing data. You should have all your FITREPs and awards in one easy access location, so that if we call you looking for missing pieces of your record, you can get them to us as quickly as possible.

Briefly summarized, the screening board mechanics are as follows: Board members are selected from submarine homeport and shore concentration areas. One member (selected randomly) reviews an officer's microfiche record and notes significant career data on the Performance Summary Record (PSR), a condensed version of the officer's professional history and FITREPs. (Please note, however, that the PSR is only a working tool for the board). The PSR, with career notes, is then projected for all board members to view, while the reviewing board member briefs the record to the other board members (noting career highlights, trends and qualifications). All board members then vote their confidence in the officer's ability to succeed in the applicable assignment. The average of these confidence marks is the officer's score. The most qualified officers (highest confidence scores) are screened, and the officers with the lowest scores are placed "unresolved" and will have another look next year, or will be placed "not cleared" for XO or CO if it is their final look. For those who fall in

the middle, another round of reviews occurs with a different member presenting your record. Your record is re-voted. This cyclic process occurs until all the quotas are filled.

I cannot stress strongly enough how important it is to have the most accurate and complete record of your performance available to the board. Information on how to order and update your microfiche and PSR data can be found in the January/February Career Issue of *Perspective*. Key points to check include:

- Picture: Is it in your current paygrade and in the proper format (full-length khaki shot)?
- FITREPs: Is the most recent one on file? Is there continuity (no significant gaps/overlaps in report dates)? Note: The FITREP of record is:

0-3: January 31, 2000

0-4: October 31, 1999

0-5: August 31, 1999

- Personal Awards: Are all your citations on your microfiche? If not, provide us a copy.

Note: BUPERS has no method to monitor what awards should be present. This information is provided by the Board of Decorations and Medals.

- Qualifications: Are all subspecialties, qualifications and education accomplishments listed on your PSR? Of specific concern are command quals, JPME and graduate education. If you have recently completed a new qualification, you should make sure it is documented in your record.

Note: Information sent to the board will be used for board purposes only and will not result in permanent corrections to your official record. See the Jan/Feb *Perspective* for details.

Due to the timing of the of the LCDR Selection Board and the CO/XO screening board, there is a strong possibility that January 31, 2000 FITREPs may not be in your official record by the time the board convenes. To ensure your FITREP is available to both boards, all LTs in zone for LCDR should fax their latest FITREP to us at DSN 882-2648, Comm (901) 874-2648. We also request that the CO fax his summary sheet as well so we may accurately update your record.

All correspondence sent to the board must originate from, or be endorsed by, the officer concerned. If you need to provide missing information or communicate special concerns or an unusual circumstance to the screening board, write to:

PRESIDENT FY01 CO/XO SCREENING BOARD COMMANDER NAVY PERSONNEL COMMAND PERS-42 5720 INTEGRITY DRIVE MILLINGTON TN 38055-4200 (Address should be in ALL CAPS, no punctuation)

Any last minute data can be faxed to the board at DSN 882-2648, Comm (901) 874-2648. If you have any questions, don't hesitate to call your detailer.

CAPT Bob Holland, PERS-42

# **★ Detailer Notes**



#### Overseas opportunities for Post-XO and Post-DH.

Although we no longer have submarines homeported overseas, there still exists an opportunity to experience overseas duty as an 1120. Overseas assignments offer a wide variety of options for job type, geographic diversity and career broadening. Also, operating on a forwarddeployed staff, at the "pointy end of the spear," can be an enlightening and extremely rewarding experience. At the O4/O5 level, the vast majority of the overseas positions are on staffs in Japan, Bahrain, Korea, England, Belgium, Italy and Germany. Most of these jobs involve the oversight or support of forward deployed forces or allied defense programs. Some provide joint duty (JD) credit, as well as being considered a "major staff" position. In each location, there may only be a handful of jobs available, so it is essential to express interest in overseas assignments to your detailer early. In addition to the staff positions, submarine officers also serve in diplomatic positions, such as Naval or Defense Attachés, or have the opportunity to study at a foreign war college. These positions are advertised in the appropriate section of Perspective, however, only a few of these billets are actually posted to the submarine community for fill. If you are interested in participating in such a program, please contact your detailer first to see if that is a viable option for you based on your career status and timing.

**TOSS** - Total Operational Submarine Service (TOSS) is the number of months an officer spends onboard a submarine or in training enroute to a submarine (including NNPS, NPTU, SOBC, SOAC, PXO, etc.). TOSS determines your eligibility for Continuos Submarine Pay (CONSUBPAY), assuming that you meet other eligibilty requirements. TOSS is audited at the 12 and 18-year points based on when you started Nuclear Power School. If you have accrued at least 72 months of TOSS by the 12-year point, you remain eligible for CONSUBPAY until the 18-year audit gate. At the 18-year gate, you remain eligible for CONSUBPAY either through 22 years if you've accrued at least 96 months of TOSS, or through 26 years if you've accrued at least 120 months of TOSS.

Why are we discussing this here? If you do "nominal" tour lengths throughout your career, you should have no difficulty meeting the gates. However, few of us do exactly the norm. We may extend on shore duty to complete a master's degree, or split tour to a SUBOPS job or we may end up with an unforeseen medical condition which precludes further submarine service. In this event, your TOSS count may come up a little short when the gate rolls around.

There is another method by which your TOSS count can increase. If you serve on a TYCOM, Group, Squadron or other qualifying staff, and get underway on a submarine at least 48 hours each month, that month adds to your TOSS. To get credit for these hard-earned months, you MUST submit your TOSS worksheet to PERS-42. PERS-42 performs a quarterly audit of TOSS to determine which officers are in jeopardy of failing to meet their gate.

If you have any questions, check out SECNAVINST 7220.80E, which covers the rules and eligibility requirements for the SUBPAY program, and then give your detailer a call.

**Split Tour Opportunities** - Department Head split tours as a Battle Group Submarine Operations Officer (Sub Ops Off) remain an excellent means to broaden an officer's background and experience. You should have completed 18-24 months of your DH tour to be considered for a split tour. Listed below are several split tour billets that will be available in the future:

Billlet	Command	Location	Fill
Sub Ops	CRUDESGRU Eight	Norfolk, VA	0010
Sub Ops	CARGRU Three	Bremerton, WA	0010
Sub Ops	CARGRU Six	Mayport, FL	0010
Sub Ops	CRUDESGRU Two	Norfolk, VA	0012
Sub Ops	CRUDESGRU Three	Everett, WA	0102

All of these billets involve a one to two month training track enroute, so contact LCDR Mike Holland at least 12 months prior to your desired split tour rotation date.

**SOAC Dates and Department Head Detailing** - The following SOAC dates are provided for planning purposes:

Class FY00	Convene	Graduate
00020	03 Jan 00	02 Jun 00
00030	14 Feb 00	14 Jul 00
00040	10 Apr 00	08 Sep 00
00050	22 May 00	20 Oct 00
00060	17 Jul 00	15 Dec 00
00070	21 Aug 00	26 Jan 01
FY 01	_	
01010	30 Oct 00	13 Apr 01
01020	22 Jan 01	22 Jun 01
01030	19 Mar 01	17 Aug 01
01040	14 May 01	12 Oct 01

The basic "timeline" for SOAC/Department Head detailing is shown below (times are referenced to SOAC class convening date):

Approximate Time	Event
6-7 months prior	Orders to SOAC issued
3-4 months prior	SOAC Class slated(DH assignment made
Upon arrival	DH assignment letters issued
1-2 months after arrival	Orders to ship issued

**DESRON manning** - We are offering a small number of very competitive junior officers the chance to be assigned to deploying DESRONS for about 12 months at the completion of their JO shore tour - without any additional service obligation. This period will include the pre-deployment work up exercises, followed by a sixmonth Battle Group deployment. The exact duration will vary slightly to ensure coverage is provided for most of the work up exercises. This will be an actual PCS to the DESRON staff, so families would be able to either remain in current locations or transfer to the new location. This is a terrific chance to do something a little different and see the operations of another part of the Navy. If you intend to go back to sea as a DH, the opportunity will be available to officers who are early enough in their year group to ensure they do not start their DH tour late. Contact the DH detailer, LCDR Mike Holland, to see if you are eligible. You should contact him at least 12 months prior to your current PRD since these assignments tend to fill rapidly.

**DH tour lengths** - As is being put out in the Community Status Brief, we are no longer relieving DHs at less than 36 months on a regular basis. There are a variety of reasons for this, but the basic reason is the surplus of DHs that we had returning to sea a year ago is gone. We expect average DH tour length to be right at 36 months for FY00, and believe it will increase to around 39

months during FY01. The DH Detailer, LCDR Mike Holland, will be contacting XOs on ships where DHs will have to be relieved later than previously expected. If you have any questions, please feel free to contact Mike.

Junior Officer Overseas Duty Opportunities - Did you join the Navy to see the world, and all you have seen is the shipyard or operations in your local waters? Then maybe you should consider shore duty overseas. Submarine JOs are currently serving in Japan, Korea, Bahrain, Kuwait, United Kingdom and Italy. Overseas billets appear on every shore duty slate, with Italy and Japan being the most common. Some assignments carry financial benefits (tax free zones), other assignments involve a considerable amount of travel around the theater of operations. We even have two billets on forward-deployed DESRON staffs in Japan and Bahrain. Superior performance on "the pointy end of the spear" can greatly enhance your resume. Contact your detailer if you have additional questions.

PNEO Exam Dates - Contact LT Eric Svensson to schedule an exam. Nuclear Propulsion Note No 1412-2 discusses the duty history form and timelines for submission. YOU should schedule your exam at least eight weeks in advance and submit your duty history form no later than 30 days prior to your exam date. Waiting until the last minute to submit your duty history form or schedule an exam may cause a delay in obtaining final approval and orders for your desired exam date. Orders to Naval Reactors are usually issued 7-10 days prior to your exam. Upcoming dates are as follows:

3 April	17 April	30 May	1 June	19 June
10 July	24 July			

#### Submarine LDO / CWO

**Overseas Duty** - With the theme of this issue of *Perspective* being overseas duty, we do have much to share. As most of you know, we have two forward deployed submarine tenders, the USS EMORY S. LAND (AS 39) homeported in La Maddalena, Italy, and the USS FRANK CABLE (AS 40), which is homeported in Guam. Both of these ships are excellent opportunities for a very challenging assignment. They steam and visit many different places that you have often read about but never been. Gaining valuable ship handling experience is the order of business as these ships are underway often, perform connected and vertical replenishment, "Med" moor and are in and out of many different harbors all over the world. Furthermore, living in Guam or La

Maddalena may be one of the best-kept secrets around. Don't listen to the scuttlebutt that it is terrible, because it is not. Contact us here at Navy Personnel Command and we'll put you in touch with a variety of folks who live there. The challenges could not be better! Additionally, we do have great, but limited, overseas shore duty for a variety of designators in Japan, Guam and Italy. For designators with limited sea duty, overseas shore duty will certainly stand out in your record, and you should push to obtain this type of assignment.

ing, both ships will return to a complement of 12 Nuclear LDOs/CWOs, then we will plus-up the next refueler, USS CARL VINSON (CVN-70), to 16, which is currently slated for November 2004. These are very challenging assignments where you can really make a difference. Please contact LCDR Steve Cole or myself if you are interested.

CDR Leo Falardeau, PERS-422 LCDR Steve Cole, PERS-422A

#### Floating Drydock CO/XO Screening Board - This year's

CO/XO screening board convenes on June 12, 2000, and all YG 88 LCDRs will be considered for CO. All LTs inzone for LCDR (not below zone) will be considered for XO. You should ensure your record is up-to-date and "perfect."

#### Manning up of REAGAN and IKE -

Attention all Nuclear LDOs and CWOs. We're looking for a few good men to build REAGAN and refuel IKE. Both will be manned at 16 (a mix of LDOs and CWOs), which is a plus-up of four from the normal 12. I would like to have all 16 on both ships be previously qualified PPWO/EOOW on an A4W plant and qualified SWO. In the case of IKE, I would desire you get to the ship long enough prior to the beginning of the refueling to accomplish this. Specifics are as follows:

**REAGAN:** Design school starts in January 2001 in Newport News. We already have the RMA slot and the CRA positions filled. We are willing to work with folks currently on CVNs to split tour you to REAGAN. As long as you are EOOW/SWO, we can get you relieved and your command concurs.

**IKE:** IKE enters refueling overhaul in May 2001, and I would like her to be fully manned with the correct number of Nuc LDOs and CWOs no later than April 2000, particularly in the case of a new accession. Again, will entertain split tours with all of the above applying.

Following new construction and refuel-



# **Aviation Picture**





{PERS-43} DSN 882-3974, Comm (901) 874-3974; Fax DSN 882-2721, Comm (901) 874-2721

# ★ Captain's Corner

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In this issue we discuss one of the most intriguing challenges of any detailers efforts: the assignment of

qualified officers to the Forward Deployed Naval Forces (FDNF). We all remember the recruiting slogans that drew us to the sea services through the opportunity to "see the world." That aspect of Naval service has long provided the undeniable draw that placed Sailors aboard warships of the line, precipitating adventures of a lifetime. Not much has changed since the days of the old China hands, at least from a detailer's view. We still have a global reach Navy, whose worldwide mission demands the placement of forces ashore to support fleet operations. It portends the most exciting element of Naval service, as well as the most challenging.

Frustration, excitement, heartache and a variety of other emotions abound in all aspects of the foreign assignment process. While some seek these remarkable opportunities, assignable personnel often suffer misperceptions about the opportunities resident in foreign ports of Naval presence, and balk at the prospect.

As an increasingly married force, the Navy faces a daunting challenge, one that we have yet to fully understand. How do we adequately capture, thence address, the fears of family members whose spouses are detailed overseas? I'm not sure we have a good answer, but perhaps you, their leaders and superiors, do. You need to share them with us, because it seems no matter where one lives, that particular place is deemed the only location acceptable, thus foreign shore opportunities are too frequently found objectionable. This is an unfair reaction to the cultural, adventure-filled opportunities not found in the United States; yet they remain. The opportunity to provide your children with an unmatched experience should not be taken lightly. I remember, vividly, my own experiences with five brothers and sisters while stationed with my father in Japan. I enjoyed no other adventure like it after returning to the United States. Similarly, the excitement of single, almost carefree life among a dynamic culture is a rare treat worthy of serious consideration.

Obviously, the intimidation felt by families who are faced with global relocation is not to be underestimated; the

spirit of adventure and foreign culture holds less appeal for American families than in earlier times. However, that does not solve the challenge of manning the foreign ports where U.S. forces operate.

The Navy places considerable emphasis on the quality of life and living expenses faced by American families abroad. Typically, the focus is on family-oriented activities, and is funded in excess of stateside operations. The educational infrastructure, which is of paramount interest to spouses, differs by location but many are quite excellent, surpassing some of their American counterparts. So given these elements, why is there so much trepidation by those asked to consider foreign duty? I suppose it's fear of the unknown; a desire to remain in the culture that reared us. Yet we have a mission, a presence that cannot be denied.

Here's the part that you, leadership, can play. Endeavor to learn what opportunities exist, encourage your subordinates to do the same, and when sought by the detailers for these opportunities, encourage them to keep an open mind. Resist the natural urge to discourage their acceptance of something you have not personally experienced, and try to support your detailers. Pledge to be part of the solution by promoting acceptance of our worldwide mission, and delivering the proven message that foreign duty is career enhancing, exciting and worth the effort. Selection and promotion boards pay close attention to those whose foreign assignments are marked by superior performance. Within reason, every officer who completes a foreign tour receives every consideration for the orders of his or her choice following that assignment. The tempo, operational mission and material support enjoyed by FDNF exceeds that of any other deploying unit, so the opportunity to hone your warfare skills will never be better than when assigned to these units. Give it some thought, then have your officers call their detailer for specifics.

You new CAPTs need to forward to this office an updated bio and 8x10 color photos. Additionally, for those interested in NROTC Command opportunities, the details and locations will be available by late spring. If you're considering one of these challenging and rewarding opportunities, contact my office for details. We typically make those assignments by late summer. All the best.  $\square$ 

CAPT Eric "Sodbuster" Benson, PERS-43

# ★ Aviation CDR Detailer {PERS-431}



An overseas tour presents great opportunities for duty that is both interesting and career enhancing, along with experiencing an excellent quality of life. We have billets for Aviation CDRs in over 40 countries that include sea duty, war colleges, Attaché assignments and joint duty.

The Aviation Major Command and Aviation CDR Command selection boards continue to recognize the value of serving overseas, especially in overseas sea duty, by their selections for COs for O5 and O6 Commands. In PERS-431, officers rotating from overseas assignments will receive priority for follow-on assignments over officers rotating from a similar CONUS based billet.

The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the service of the United States. It is for the officer who thrives on challenge and change - one with superior intellect, professionalism and integrity. The DAS is for officers who want to expand their horizons by becoming an integral part of the diplomatic team representing the United States in over 100 embassies abroad. Some Attaché positions include a C-12 qualification and flying orders.

The application and selection process for Attaché duty is extensive, so it is important to talk to the Attaché Placement Officer and your detailer a year prior to your PRD to ensure a smooth process. For answers to Frequently Asked Questions about Attaché duty, and for the latest in available Attaché assignments, search the BUPERS Home Page at http://www.bupers.navy.mil/codes/pers4/pers44/pers4411, and look for Attaché Placement.

In summary, we have numerous openings in a variety of overseas positions. Many veterans of overseas tours give this career opportunity high marks in all areas – you owe it to yourself to consider it!

In 431 we utilize, and request that you also utilize, the following timeline when negotiating orders:

- establish contact within a year of PRD.
- discuss specific billets nine months prior to PRD.

- narrow the search by six months prior to PRD.
- release written orders by four months prior to PRD.

We do not operate on a first-come, first-served basis. Trying to accelerate or delay this timeline is not advantageous to you or us.

We have aligned the detailing duties in PERS-431 by aircraft type. CDR Pokey Keller is detailing everyone with a tailhook background. CDR Dave Ricker is detailing all VP and VQ types and CDR Chip Dobson is detailing all Rotary Wing Aviators.

In the months to come we will be expanding our Web Site as a means to communicate directly with the fleet on career planning and other detailing issues.

CDR "Pokey" Keller, PERS-431 CDR Dave Ricker, PERS-431A CDR Chip Dobson, PERS-431B



Nine months into the job, and I've answered a lot of Email, taken a lot of phone calls and written a lot of orders. The vast majority of those orders were a close match between the officer's desires and the Navy's needs. Those orders that were not, however, have given me an appreciation for the greater needs of the Navy and the officers who shoulder those burdens. We are in the midst of an aviator shortage in the Navy, a shortage that is not going to go away in the next year or two. What this means to you is that as you head to shore duty, you will very likely have the option of flying orders, because that is where the aviators are needed. When you head back for your second sea tour, though, not as many of you will be going to flying orders: the needs of the Navy are on the carriers and other non-flying jobs. For many of us, this will be the first tour where we haven't gotten close to or exactly what we wanted in the way of orders. Remember that in this organization, the needs of the Navy always have and always will outweigh all other considerations. Ultimately, the non-flying second sea tour is about being an officer and sharing the burden of the hard jobs in the Navy. If your number is called, know that your reward will come in follow-on orders and screen boards. Enough of the soapbox.

Overseas Duty for the VF community brings to mind CVW-5 and VF-154 in Japan, which I will talk about more in a moment. First let me say that one can serve the Navy in lots of places overseas. We currently have Tomcat aviators in Germany, Belgium, England, Italy, Thailand, India, Panama, Norway, Africa, Peru, Bosnia and Bolivia. Closer to home we have Puerto Rico and Hawaii. Some billets are sea duty, and some are shore duty. Some are flying jobs; some are joint jobs; others are fleet staff jobs. Overseas duty could be at a foreign war college, flying Tornados in Germany, working at 6th Fleet in Italy, as CINCEURs aide in Brussels, at foreign military sales in Egypt, or as a base OIC in the Bahamas. There is literally a world of options out there. If you are interested in living in a certain country, or getting a certain type of duty, let me know, and I will do the digging.

Back to Atsugi: VF-154 is one of 12 squadrons that I need to man. I volunteered for VF-154 my first tour, so I know both the challenges and rewards of duty in Japan. And I'll call it like it is; a tour in Japan is more difficult than one in Oceana. Half a world away, one feels left out of the community. Getting good tactical training in Japan requires more effort and time on the ship and on the road. On the other hand, you will get paid more, fly more, get more traps and be part of the tightest-knit air wing in the Navy. No other air wing performs as well around the ship as CVW-5. Moreover, anybody coming from Japan gets the nod for orders. And once you've been to Japan, you do not have to go back. Finally, Japan duty plays huge in promotion and screen boards.

Living in Atsugi is what you make of it. Those who get out and explore seem to like it the most. There is a lot to explore, by train or by car. The heart of Tokyo is an easy day trip. The Japanese Alps (great skiing) are a few hours north; Hakone and Kyoto a few hours west, the seashore 20 minutes south. On a clear winter morning, Mt Fuji's snow-capped cone is clearly visible from the base. Duty in Japan offers an extraordinary opportunity to sightsee. It also presents an extraordinary professional opportunity. As I have already pointed out, promotion and screen boards recognize doing the hard thing well for the Navy.

**SFTI Greemain** is now 24 months sea duty, following FRS refresher training, after completion of SFTI shore duty. This obligation begins with the March 2000 SFTI class. SFTIs are the only aviators designated to go back to flying orders for sea duty, which seems like a good idea to me. SFTI represents everything we signed up for: the best tactical flight training in the world, followed

by shore duty teaching and evaluating tactics, and then back to a squadron as a training officer. If you're interested, talk to your front office to get the ball rolling.

The FY01 URL O4 Board meets April 25 and runs for about two and a half weeks. You are responsible for ensuring your record is up to date. If you are in-zone this year, take the time now to order your microfiche and OSR/PSR (info in the Reference Corner at the back of each issue). Ensure your photo is current, and that all your FITREPs and awards are present. The Jan/Feb issue of *Perspective* has good information on how to interpret your OSR/PSR, and how to update your record. That sums it up from the Tomcat shop. Keep the E-mails and phone calls coming. Fly hard, land safe! □

LT Eric Phipps, PERS-432G



For years and years, one of the benefits of being a member of the United States Navy was the opportunity to see the world. We have all had that unique opportunity on deployment to visit foreign countries during port calls. Maybe a more enduring and rewarding experience would be a full tour of duty overseas.

**First Shore Tour**. The Personnel Exchange Program (PEP) provides the opportunity for Hornet pilots on their initial shore tour to experience an overseas culture. Our community is very fortunate to have a large number of exchange billets in some awesome locations. If staying in the F/A-18 was a priority, one could do that in Australia, Switzerland or Spain. Even more exciting and challenging would be flying British Harriers, German Tornadoes, French Super Es or USAF F-15s in Okinawa, Japan. For the non-English speaking locations, the tour includes a stop at the Defense Language Institute in Monterey, Calif., to learn the language. These jobs are timing dependent and are obviously very competitive, so talk to me early to see what is available.

**Post-Department Head**. The next opportunity for an overseas shore tour would be following a DH tour. There are a few foreign war colleges out there which are great opportunities, but they are limited and competitive. Information on these can be found in the last issue of *Perspective*. Additionally, there are joint and some non-joint billets throughout Europe, including, but not

limited to, Belgium, Germany, Italy and England. JPME Phase I is not necessarily a requirement for the overseas joint billet, but it would not hurt if you have the time. These jobs are not community specific, so all of naval aviation is competing for them. Therefore, let me know your desires early so I can start hunting. For the TPS guys out there, there are test jobs in England and Canada.

**Japan**. Now, to address the operational side of overseas duty. Three out of 24 (12.5 percent) of our Hornet squadrons are forward deployed to Atsugi, Japan. Due to their increased operational tempo, their manning priorities are always high. Considering an individual will do a minimum of three operational tours in the course of a 20-year career, there is a strong likelihood that one of those will be in The Land of the Rising Sun. Although it can be difficult to find folks who want to go there, I hear nothing but great things from a preponderance of those who have been. Additionally, once an individual gets that ticket punched, they reap the benefits for having "done the hard job" at every selection board they are up for. I can't encourage you enough to pursue a job in Carrier Air Wing Five.

**Promotion Zones**. Back in December, the new promotion zone forecasts were released, and I sent updated community rosters to both type wings. They should be circulating throughout the community. The significant change was in year groups 91 through 95, where there was considerable expansion. This should help get us back on track for career timing and will certainly increase the number of O4s. On the "others" side may be a DH opportunity. If you are in this group and have questions, don't hesitate to call.

That's it from the Hornet shop for now. By the time this reaches the fleet, we should be well into road show season. LCDR Craig "Spot" Yager will have relieved CDR Bret "Pops" Batchelder as Placement Officer by then and will be joining me. I look forward to meeting with all of you to discuss your futures and current issues. Keep the phone calls and E-mails coming, as I can't help if I don't know! Fly safe and have fun!

LCDR Patrick A. Lefere, PERS-432F



This is my first *Perspective* issue as your new detailer, and I look forward to working with each of you when the time comes for orders. I have been in Millington since November, so I at least know the right people to ask when you come to me for information. My previous tours were at VAQ-131 (JO), Strike "U" (Tactics/Contingency Planning), Cruiser-Destroyer Group 5 (Flag EWO), COMVAQWINGPAC (Ops/C2W Officer) and VAQ-139 (Department Head). Thanks go to Beaker for a great turnover and I wish him the best of luck at Newport (funny how the detailer got orders there!) and his followon XO/CO tour back in the fleet.

Overseas duty represents a great way to strengthen your record and see the world at the same time. If you have an interest in going overseas, let me know as early as possible, since more lead-time for overseas screening and setting up your move is always desirable. Also, the number of billets in most countries is fairly limited, so it is best to get your name in early. Finally, when it comes to negotiating for follow-on orders, being in an overseas tour carries added weight and may tip the scales in your favor to get that plumb assignment you've always wanted.

VAQ-136 represents the Prowler community's enduring overseas command. As a community, we strive to send our very best there to work in an environment with unique challenges. So, don't be surprised if VAQ-136 comes your way sometime in your career. We will always attempt to notify you as early as possible, but occasionally circumstances dictate a short-notice fill. As with any overseas job, VAQ-136 is a career-enhancing way to break yourself out from your peers in Whidbey-based squadrons.

For JOs rolling to shore duty, there are few overseas tours I can offer you. Most of you (pilots and NFOs) will be needed for the FRS, Training Command, EAWS, NSAWC and Wing throughout the remainder of 2000. PEP tours occasionally are available, so inquire if you're interested. Our two NFO slots were recently filled, so we won't need anyone for at least 18 months. We may need a pilot toward the end of 2000 for our British Harrier exchange program, so let me know if the timing works for you. Other than that, we have a few overseas billets that may interest you, and are of high enough priority that I can justify sending you there instead of to the

commands listed above. Availability changes continuously, so call me for an update.

If you're a post-DH O4, I can offer you a wide variety of overseas billets. Most are joint, so you can get that major check in the box, in addition to overseas credit, which is being very well received by selection boards. We regularly have billets available at EUCOM (Stuttgart) and NATO (throughout Europe). Typically, billets in Japan and Korea can be difficult to fill, so you can give your career an added boost by voluntarily taking one of these jobs.

One final opportunity for any O4 is a foreign war college. Many schools require training at Defense Language Institute at Monterey, which is typically six months in length, followed by a year at the overseas school. So, timing may be an issue if you only have a year to kill before returning for a major career milestone. Available schools and start dates are listed regularly in *Perspective*.

LCDR McKeon, PERS-432K

# HELO (Sea) / HELO (Shore)



Helo Shore. Timing! Timing! Timing! Your key to success for that highly sought after ideal overseas shore tour. Or just plain old good luck. There are some great overseas duty billets that are adventurous as well as professionally enhancing. When deciding to go on an overseas assignment, keep in mind a couple of factors: you're usually competing against other types of warriors and services for a finite amount of jobs. So in your selection process, be flexible on the type of duty and its location. Since you're competing with so many for so few positions, start early in your job hunting. I suggest you start by selecting location or type job and we'll go from there.

Overseas shore duty comes in several forms for junior officers: joint, naval staff, Personnel Exchange Program (PEP), aide, education and station duty/flying to name several. Before deciding to go on one of these overseas adventures, an accurate assessment of your record and career timing must be considered by you and your community mentors, then contact me.

# **Overseas Assignments**

Location	Fill Date	Rank	Info
Korea	Now	LCDR	Staff Duty
Bahamas	0004	LCDR	Asst. OIC
Canada	0004	LT	PEP H-3 (HS/HSL)
Japan	0005	LT	Aide
Kuwait	0005	LT/LCDR	Hot (but a dry heat)
London	0005	LCDR	Flag Sec
Singapore	0007	LT	Aide
Puerto Rico	8000	LCDR	Flag Sec
Iceland	0009	LCDR	Flag Sec

As the new helicopter shore detailer, I am still tuning my detailing skills, so be persistent. What has definitely worked well is your E-mail. Keep CG and I updated on your desires and possible PRD changes. Check our new Web Site option for Helicopter Shore Billets, and enter your duty preference card electronically into the new BUPERS ACCESS on the Home Page. Lastly, I would like to personally acknowledge and thank CDR Brent Canady, my predecessor, for his outstanding commitment to the fleet during his tenure here and his tenacious training techniques. Good luck to Moose, Kate, Andy and Ben at HS-11.

LCDR Bob "Linus" Lineberry, PERS-432Q LT Brett "CG" Crozier, PERS-432D

**Helo Sea**. "The tip of the spear" and "the hard job" are clichés, but they accurately describe our Forward Deployed Naval Forces (FDNF). Those of you seeking professional challenges and cultural adventures need only to look at overseas duty from Japan to Bahrain. Having just arrived at NPC from HC-5 in Guam, I guarantee the esprit de corps of HC-5, HSL-51 and HS-14 cannot be matched. The second sea tour is always a challenge, but the professional experience and rewards of overseas duty cannot be matched. Here are few possible assignments:

#### **Western Pacific**

Italy

Yokosuka, Japan	SEVENTH FLEET, USS KITTY HAWK,
	COMCARGRU 5, DESRON 15
Atsugi, Japan	CVW 5, HS-14, HSL-51
Sasebo, Japan	USS BELLEAU WOOD, (relieved by USS
	ESSEX in 0006), USS JUNEAU
Okinawa, Japan	COMPHIBGRU ONE
Guam	HC-5
Middle East	
Bahrain	FIFTH FLEET, DESRON 50
Mediterranean	

I want to thank you all for your patience while I've been getting my feet wet, and I look forward to working with you.

SIXTH FLEET, USS LA SALLE

CDR Laubeng r, PERS-432H



After observing the VP tanks in both the Aviation Command Screen Board and Major Aviation Screen Board, I was surprised to see how important overseas tours were to selection as a Commanding Officer. These exciting and challenging tours seemed to play extremely well with the board members and many of this years selectees had some type of overseas experience. These are not only professionally rewarding tours, but provide a once-in-a-lifetime opportunity to live overseas and immerse you and your family in a different culture.

If you desire to stay in a traditional VP community billet, there are numerous positions worldwide. For LTs rolling out of their first tour, there are Watch Officer billets in overseas Tactical Support Centers (TSCs) located in Kadena, Japan; Misawa, Japan; Diego Garcia; Keflavik, Iceland; Roosevelt Roads, Puerto Rico and Sigonella, Sicily. Additionally, there are vital, high-visibility positions available on the staffs for COMFAIRMED and CTF-67 in Naples, Italy; COMFAIRKEF, in Keflavik, Iceland and COMPATRECONWING ONE in Kamesa, Japan. These billets are essential to supporting deployed VP operations, and provide an opportunity to continue working with International Maritime Patrol Aviation.

PEP provides great opportunities if you want to go overseas but continue flying. Many tours include a six to nine month stop at the Defense Language Institute in Monterey, Calif., for training enroute (historically, spouses have been allowed to sit in and audit the course if space is available). Currently, VP has exchange tours in Kinloss, Scotland; Valkenberg, Netherlands; Nordholtz, Germany; Comox and Greenwood, Canada; Edinburgh, Australia; Santiago, Chile and Trelew, Argentina. Because there is usually only one exchange billet per site, and due to their popularity, timing is critical to a PEP detail. As of January, there are only two remaining PEP openings for 2000; Kinloss, Scotland, for an NFO and Trelew, Argentina, for a pilot.

If you want to head overseas, but would like to see another part of the Navy away from the VP community, there are almost limitless options. Almost every overseas command has some level of VP representation, from a staff planning billet in an Operations Department, to flag aide and flag secretary billets working directly for an admiral. A few staffs to consider are

CINCUSNAVEUR in England, COMNAVFORJAPAN in Japan, SACLANT in Belgium, USCINCEUR in Germany, HQR SOUTHLANT NATO (formally IBERLANT) in Portugal, SACEUR in Belgium, NATO MIL COMM in Belgium, COMSIXTHFLT in Italy, COMFIFTHFLT in Bahrain, COMSEVENTHFLT in Japan and COMLOGWESTPAC in Singapore, among many others.

If you are up for sea duty and want to get two birds with one tour, consider heading to the USS KITTY HAWK (CV-63) or COMCARGRU FIVE in Japan. Potential billets include Shooter, OPADMIN, TAO, Assistant Strike, Assistant Navigator, Assistant Air Operations on the carrier, or flag LT and flag secretary on the staff. Both get disassociated sea duty and overseas credit.

Finally, welcome to LT Andy Westerkom, coming in as the new VP Shore Detailer from the USS ABRAHAM LINCOLN in Everett, Washington. Andy will be relieving me in April, and then I will relieve LCDR Kevin King as the VP Sea Detailer in May. Kevin is off to VP-30 with follow-on orders to VP-8 in Brunswick, Maine. Then, undoubtedly, he will be looking for a challenging post-Department Head job overseas.

LT Craig M. Dorrans, PERS-432I LCDR Kevin G. King, PERS-432P



**Overseas Duty**. The important thing to remember, as I pointed out in my last article, is that performance counts above all else. Walking out of your first tour with an average record means you need to continue to compete. Not all overseas assignments give you this opportunity. Ensure that your record can support what you want to do. If in doubt, give me a call.

**First Tour**. There are several opportunities for first tour guys to go overseas for shore. Flying tours for NFOs include the UK and Germany. For pilots there are limited opportunities for C-12 slots, timing is critical for these billets.

**Second Sea**. Japan is a big one, including Kitty Hawk, CARGRU and CVW jobs.

**Post DH**. Slots are available in Germany, Japan, Korea, etc.

**JTFSWA**. While not a PCS assignment, I do have a continuing requirement for a JTFSWA fill. Assignment is for 96 days. Give me a call if you are interested and your current assignment supports it. There are monetary and assignment benefits associated with this fill.

Bottom line, if you are interested in an overseas assignment, take a hard look at your record. If it supports this assignment, drop me a line and we can take a look at possible jobs. Over the next year things are going to get pretty tight for CAT 1s rolling to shore. FRS/NSAWC/TRACOM will remain the community priorities. Fly Safe out there.

LCDR Mark "Snapper" Jackson, PERS-432E



An old shipmate of mine would say, "shore duty is a beautiful thing!" Not only is overseas shore duty beautiful,

overseas shore duty can be very rewarding. It can expand your horizons and enable you to view parts of the world that normally aren't accessible. If you have families with school age children, an overseas tour is really an educational experience. Most overseas locations carry a 36 month accompanied DOD tour length. So if you're looking for something different, exciting or just want to take the sea duty pack off for a while, express your desires to your detailer early on.

I do, however, have one word of caution: Once you've completed an

overseas shore tour, it's time to head back to SEA! To perform back-to-back shore tours of any nature will dramatically diminish your chances for promotion. Every LDO should have two complete sea tours under their belt prior to zoning for O4.

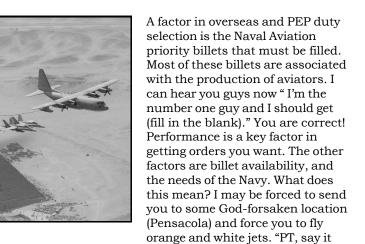
From the desk of CDR Dwight LaMont: Where has the time gone, my tour here is almost over and I will be leaving soon. My relief will be CDR Gary Ranno. It has been an honor and a privilege to be your detailer these past two years. I can't begin to tell you the number of phone calls I've received from CO/XOs telling me what a great job their LDO/CWOs are doing in the fleet. I know Gary will enjoy the tour just as much as I have. I won't miss the tornadoes, but I will miss the barbecue. Always remember, "If it was easy, anybody could do it!" See you in the fleet!

CDR Dwight E. Lamont, PERS-432L LT Kris B. Hancock, PERS-432M



Picture this: you have gone on deployment and visited several ports, Ok, so let's say you only visited one port. You had a great time and are thinking, "It would be great if I can get overseas duty in (fill in the blank)." I do have billets overseas and I will do my best to match you with your location of choice. Another option for overseas duty is a PEP tour. PEP stands for Personnel Exchange Program; I had to look it up.

PEP tours have specific host country requirements that must be met. The competitions for PEP billets transcend community, and are therefore very competitive. The biggest draw back to PEP tours is FITREPs. The lack of a competitive FITREP could impact your chances of promotion. Many of the PEP tours associated with the Viking community are in the realm of ASW. The reduction of this mission means a reduction in PEP tour opportunities.



ain't so!" I will not be allowed to fill PEP or overseas billets until we fill the production line billets.

I will never be able to cover all possibilities in this article, so the best thing you can do is call your detailer. Don't make an uninformed decision. Talk to your detailer! I will answer all of your questions.

LCDR Paul "PT" Tanks, PERS-432S

# Restricted Line, Staff Corps, TAR



# \* Engineering Duty {PERS-445}

DSN 882-3994/3294 Comm (901) 874-xxxx

Fax: DSN 882-2677, (901) 874-2677

World Wide Web Home Page: http://www.bupers.navy.mil/edo

Overseas/Foreign Duty. The Engineering Duty Officer Community has foreign/overseas assignment opportunities for LTs through CAPTs. Areas include Guam, Korea, Italy, Bahrain, Singapore, Japan, Australia, Canada, England and Saudi Arabia. Along with the great cultural exchange experience, the assignments in Jubail and Riyadh, Saudi Arabia, are one year unaccompanied tours that come with a guaranteed geographic assignment for the follow-on tour. Contact your detailer for a list of jobs rolling this year, points of contact for specific jobs or more details.

#### **Engineering Duty Officer Submarine Qualification**

Program. The Engineering Duty Officer Submarine qualification program is a great way to broaden your career and obtain a warfare qualification. The program takes approximately two years to complete and includes Submarine Basic School, Nuclear Ship Superintendent School, an FBM refit and patrol, and completion of a qualification journal. The program is typically completed during the candidate's first industrial qualification tour. Upon successful completion, the candidate is authorized to wear ED Dolphins and can compete for a wide range of submarine maintenance and acquisition positions. Projected submarine maintenance workload calls for an increased need for EDs qualified in submarines. More information can be found in MILPERSMAN 1210-110, or call CAPT Edwards at DSN 882-4090, Comm (901) 874 4090.

New Detailing Staff Team Member. Mr. Rich Todd has recently replaced Al Tolbert as the administrative assistant to the detailing staff. Rich is well versed in the BUPERS organization and the detailing process. I encourage all EDs to take advantage of Rich's experience and background if you have any questions, or need help finding the right BUPERS code to address a problem. Rich will also be administrating the Web Page. He can be reached at DSN 882-3294, Comm (901) 874-3294.

# ★ Aerospace Engineering & **Maintenance Duty** {PERS-446}

DSN 882-4108, Comm (901) 874-4108; Fax: (901) 874-2632

## **AMDO Picture**

**Tip of the spear!** AMDO overseas assignments, whether forward deployed as a member of the CVW-5/Kitty Hawk team in Japan, COMFAIRMED/COMFAIRWESTPAC staff member or providing critical aviation components via the AIMD, you are a key player in the success of Naval Aviation on a daily basis. Operating in an up-tempo overseas billet provides a logistic perspective unlike what you might experience in an equivalent CONUS assignment. These billets comprise over 10 percent of our inventory, and represent an excellent opportunity to gain valuable maintenance experience in a robust environment.

A data point to consider. Of our current O6s and O6 selects, 15 of 29 have completed an overseas tour. These tours are recognized as tough jobs by selection boards, and one of several ingredients for a successful career.

A review of the AMDO directory will provide a comprehensive listing of the community's billets and availability, but here is a snapshot of possible assignments:

Japan:

AMO/MMCO/MCO CVW-5/HSL

STAFF COMFAIRWESTPAC/CVW-5 KITTY HAWK (CV-63)/BELLEAU AIMD WOOD (LHA-3)/NAF ATSUGI/NAF

**MISAWA** 

Europe/Middle East:

AMO/MMCO/MCO VQ

COMFAIRMED/CINCUSNAVEUR/ STAFF

CINCCENT

AIMD ICELAND/SIGONELLA/ROTA

Hawaii:

AMO/MMCO/MCO HSL/VP STAFF CINCPACFLT

AIMD MALSEK KANEOHE BAY

An overseas tour has proven to be both rewarding professionally and personally for you and your family. If you're ready for the challenge, contact the AMDO detailer.

**New Head Detailer**. CAPT(sel) Randy Loyer has recently taken over as the AEDO/AMDO community manager and O6 detailer. CAPT Pete Laszcz has moved on to NAVAIR 6.0, and is slated for CO/XO at NADEP N.I. We wish CAPT Laszcz the best in his next assignment and thank him for his leadership of the community.

# AEDO Picture

Overseas Assignments. Although the AEDO community has only a few overseas billets, they offer exciting and challenging leadership opportunities to serve in critical assignments in direct support of fleet operations overseas. Not only is such duty professionally challenging and rewarding, but the chance to live and work in an overseas environment can be the cultural experience of a lifetime. The AEDO community offers overseas billets in Australia, Italy and Japan. The majority of these billets (six of seven) are forward deployed at the Naval Air Pacific Repair Activity (NAPRA). The remaining billet is Commanding Officer, DCMC Melbourne, Australia. NAPRA is in the business of repairing forwarddeployed aircraft at the depot level. Their mission is clear; respond quickly, efficiently and effectively to a fleet repair request in order to return a critical forward-deployed asset to the fleet, ready to engage in real world operations. The NAPRA billets are as follows:

Commanding Officer
Executive Officer
Depot Maintenance Production Officer
Depot Maintenance Production Officer
OIC Shore Activity
OIC Shore Activity

The billets are for LCDRs and CDRs. If you are interested or would like more information, contact the AEDO detailer. ☐



DSN 882-4023, Comm (901) 874-4023; Fax: (901) 874-2676

Overseas Public Affairs Duty: Professionally Challenging, Personally Rewarding. With the Navy's continued emphasis on forward presence, Public Affairs Officers have unique opportunities to serve in a wide variety of critical assignments overseas. Not only is such duty professionally challenging and rewarding, but the chance to live and work overseas can be the cultural experience of a lifetime.

Additionally, in keeping with the philosophy that PAOs should possess a wide range of experience across the full spectrum of Navy and joint operations, overseas duty is an important career milestone in the eyes of selection board members. Overseas duty should figure prominently in every PAO's career planning.

The following matrix provides a quick look at all 165X overseas jobs, which represent almost 20 percent of the community's billets, and their corresponding PRDs:

Command	Location	Rank	PRD
USCINCEUR	Stuttgart	06	0208
CINCUSNAVEUR	London	06	0307
AF SOUTH	Naples	06	0106
CINCPACFLT	Pearl Harbor	06	8000
USCINCPAC	Pearl Harbor	06	0202
CINCPACFLT	Pearl Harbor	O5	0111
COMSEVENTHFLT	Yokosuka	O5	0108
COMFIFTHFLT	Bahrain	O5	0108
COMSIXTHFLT	Gaeta	O5	0107
USCINCEUR	Stuttgart	O5	0107
COMNAVFOR JAPAN	Yokosuka	O5	0111
COMNAVREG HAWAII	Pearl Harbor	O4	0010
USCINCEUR	Stuttgart	O4	0301
CINCPACFLT	Pearl Harbor	O4	0111
COMLOGWESTPAC	Singapore	O4	0306
COMICEDEFOR	Keflavik	O4	0104
COMSUBPAC	Pearl Harbor	O4	0107
USCINCPAC	Pearl Harbor	O4	0107
COMCARGRU FIVE	Yokosuka	O4	0101
COMNAVSOUTH	R. Roads	O4	0012
CINCUSNAVEUR	London	O4	0110
USS KITTY HAWK	Yokosuka	O3	0206
NAVSTA R. ROADS	R. Roads	O3	0307
COMFAIRMED	Naples	O3	0111
NAS SIGONELLA	Sicily	O3	0306
COMFIFTHFLT	Bahrain	O3	0105
COMFIFTHFLT	Bahrain	O3	0010
CINCPACFLT	Pearl Harbor	O3	0106
COMSEVENTHFLT	Yokosuka	O3	0208
COMPHIBGRU ONE	Sasebo	O3	0010
COMNAVFOR KOREA	Seoul	O3	0010
COMSIXTHFLT	Gaeta	O3	0112
COMNAVMARIANAS	Agana	O3	0111
NSA NAPLES	Naples	О3	0111
NAVSTA ROTA	Rota	О3	0201

#### A Career in Public Affairs

With a 165X Special Duty (Public Affairs) designator, you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

The Public Affairs community is looking for high-quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in mid-October 2000 with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. Contact information for the detailers, CDR Gordon Hume or LCDR John Wallach, can be found in the directory in the back of *Perspective*.  $\square$ 







DSN 882-4109/4110, Comm (901) 874-4109/4110; Fax: (901) 874-2711

Nearly 26 percent of the community's billets are located overseas. Moreover, many of the community's most challenging assignments are resident in these overseas locations. The METOC community's overseas billets include senior staffs ashore and afloat, NAVMETOCCOM Centers, Facilities and Detachments, research and development activities, PEP billets and billets embarked in Forward Deployed Naval Forces (FDNF).

## METOC Duty in WESTPAC.

Duty in WESTPAC can be a wonderful experience that you will treasure for the rest of your life. From the personal perspective, you will have an opportunity to visit some of the most interesting and beautiful countries in Asia and the Western Pacific. Living in Asia also provides numerous opportunities to travel throughout Asia and Australia, both on Space-A and commercial airlines. Hops back to the States are also easy due to the ready availability of AMC flights. You also qualify for a substantial cost of living allowance and overseas housing allowance. Job opportunities for spouses are also numerous, and income from off-base employment is generally federal income tax free.

Providing METOC support to COMSEVENTHFLT is always exciting and challenging. Add this diversity to an average of 34 tropical cyclones in NWPAC each year, real world operations around Korea, China and other hot spots in Asia and you have the makings of a highly challenging and rewarding professional tour.

**Japan**: The largest number of WESTPAC METOC billets are in Japan. There are 23 billets at the regional METOC Center and MET in Yokosuka. Other billets in Yokosuka include the

Staff Oceanographer billet at COMSUBGRU SEVEN and afloat billets with COMSEVENTHFLT, COMCARGRU FIVE and the USS Kitty Hawk (CV 63). There are several terrific OIC billets at NAS Atsugi, Kadena AFB and Misawa AFB. On Kyushu, Japan's Western-most island, the USS BELLEAU WOOD is homeported in Sasebo, a beautiful small town facing the East China Sea. We typically fill the ship's oceanographer billet with a P-Coded LT or LCDR. There is also a great O4 billet with COMPHIBGRU ONE in Okinawa. With over 30 1800 billets in Japan, everyone in the community can expect a least one tour in Japan during their career.

**Korea**: The LCDR staff oceanographer billet at COMNAVFORKOREA supports all Naval Forces in the Korean theater of operations and performs a wide variety of joint functions with the Air Force weather service in Korea. As the cornerstone of Naval METOC support in Korea, this billet is one of our most challenging, maintaining constant preparations for possible conflict.

**Diego Garcia and Guam**: Two gorgeous tropical islands with great diving, snorkeling, fishing and boating. The Staff oceanographer (LT/LCDR) billet on the COMNAVMAR staff is responsible for managing METOC support to Naval Forces on Guam and the surrounding islands, and providing tropical weather expertise during typhoon season. The DG billet requires a senior LDO or P-Coded LT/LCDR 1800.

**Bahrain**: The center has three officer billets, a CDR CO, LT XO, and LT OPS. You will find the quality of life outstanding in Bahrain. Excellent housing and schools, substantive cost of living allowances and opportunities to travel. Add this to the opportunity to live in a truly unique culture, and you will really have a Navy adventure.

#### METOC in Hawaii.

Hawaii has a very diverse mix of METOC billets. The largest number of METOC billets (12) found on Hawaii is at NPMOC Pearl Harbor/JTWC. NPMOC is ADDU to two area Flag officers, and is responsible to the growing local Fleet of submarines and surface ships. Other Oceanography billets in Hawaii include those on the USCINCPAC, CINCPACFLT and COMPATWINGSPAC staffs. The DET at Kaneohe Bay provides ASW support to COMPATWINGSPAT.

#### METOC in EUROPE.

Overseas duty in Europe has much to offer both culturally and professionally. It obviously has the most cultural diversity within the shortest driving distance of anywhere in the world. Professionally, those currently or previously stationed in the European Command will argue that it is by far the most operational and diverse METOC AOR in the world. Operations in the Mediterranean Sea are always a challenge. Although blue water oceanography is limited, the challenge of working in the littoral region is expanded, making this arena a numerical modeler's ordeal to grasp and a forecaster's dream.

**Germany**: There are currently two METOC officer billets in Germany. Both are O4 billets located at the European Command (EUCOM) in Stuttgart. The MC&G billet is in the J-2 directorate and currently filled by an O5; we hope to continue this practice, as this officer not only supports the EUCOM staff but is the U.S. representative to NATO on GGIS issues. The other billet is in the J-3 directorate. This is a highly operational billet and works in surface operations supporting all Navy operations in the EUCOM theater.

**Spain**: There are 22 METOC officer billets at NEMOC and MET Rota. Typical center and MET manning are found at each. The center provides METOC to the European Theater of Operations. Duty in Spain is a favorite with many of our officers requesting repeat tours.

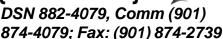
**Italy/Sicily**: There are five METOC officer billets in Italy, including CDR billets on the COMSIXTHFLT staff, SACLANT Center for Undersea Warfare in La Spezia and CO of the new facility in Naples. The XO of NEMOF Naples and OIC of NEMOD Sigonella are LCDR 1800s.

**United Kingdom**: We have a unique afloat LT exchange billet in Devon, which supports the British Navy's Hydrography Program. In London, we have a LCDR exchange billet at the British METOC Center and billets on the CINCUSNAVEUR staff and at the ONR London office.

**Greece**: Our DET in Souda Bay, Crete, is led by a LT. This billet is typically a one-year unaccompanied tour.

For more information on these and other duty stations, visit our Web Site.  $\hfill \Box$ 





Overseas Duty. Looking for a unique and challenging assignment to beef up your resume? Consider an overseas tour. Foreign travel remains one of the chief allures and benefits for many serving in the Navy. Our cryptologic community is fortunate to offer many excellent overseas assignment opportunities in Europe, Australia, Pacific, Atlantic, the Far East and Middle East, both ashore and afloat. These commands are located where they provide unique geographic capabilities to our front-line forces, and are known for their operational importance. Overseas stations' operations are high-tempo, and the work is fulfilling.

These challenging assignments offer the unique benefits of living in a culture different than our own. Many officers and their families serving overseas take the opportunity to become immersed in the culture, learn a new language and establish life-long friendships. Officer wardrooms overseas are typically very close, and the friendships developed are often lasting. You have the opportunity to develop professional and personal relationships with foreign officers too, serving side-by-side at several of our overseas commands.

If you haven't served overseas, seek out those in your command who have, or call your detailer and learn about the many advantages of these challenging assignments.

# **Senior Officer Billets**

Contact Captain Tucker to discuss the following assignments.

Rank	Billet	Location	Fill Date
06	USCINCPAC	Hawaii	Summer 01
O5	CSG Japan	Yokota	Summer 01
05	.13	Kunia HI	Summer 01

#### **Junior Officer Billets**

Contact LCDR Kob to discuss any of these assignments.

Rank	Billet	Location	Fill Date
O3/4	Air D/H	Misawa	Summer 01
O3	OPS	Sabana Seca	Summer 01
O4	KRSOC	Hawaii	Summer 01
O4	MHS	UK	Summer 01
O3/4	CPF	Hawaii	Summer 01
CWO3	CPF	Hawaii	Spring 00

Career Planning Considerations: As the footprint of the cryptologic officer community continues to change due to field site closures, a changing threat environment and growing responsibilities in the arena of information operations, it is increasingly important to carefully plan your career so you are qualified to compete for the most career enhancing assignments. The advice you have consistently received from all detailers, and hopefully the chain of command, regarding what an officer needs to do to maintain a competitive career path is hinged on five core components, namely: PCS afloat, cryptologic/ IO operations, staff (including one tour with joint credit), leadership and education. A career reflecting sustained superior performance in these five areas is a career that will produce CAPTs in the Naval Security Group. Bottom Line: Have a plan, use the chain of command and your detailer for career advice, plan ahead and request consideration for the assignment you need early (12 months Prior to PRD).

# Perspective Magazine On-line

Perspective Magazine is on-line, and can be accessed from the NPC/BUPERS Web Site

(http://www.bupers.navy.mil). The magazine is located under the "News Stand" side bar button. Also available on the Site are archived issues back to Nov-Dec 1995.

# ★ Intelligence {PERS-4411}



DSN 882-3993, Comm (901) 874-3993; Fax: (901) 874-2676

#### Overseas Tours - Personally and Professionally Reward-

**ing.** Overseas duty is a fact of life for Naval Intelligence Officers; 25 percent of our community's officer billets are OCONUS. As intelligence professionals, you should expect to serve overseas at least once in your naval career. There are a wide variety of overseas billets to choose from: Sea duty, attaché and DHS billets, Navy component and theater CINC staffs and theater JICs. While geographic diversity (including overseas duty) is not a hard requirement for promotion, it can be a discriminating factor when selection boards "crunch" the records of officers of equal caliber.

Forward presence is not only a critical part of our nation's engagement strategy, but integral to maintaining important overseas alliances. Learning first hand the political, economic and military factors of another country will not only increase your professional skills, but will also establish a foundation of knowledge that can be used and built on in subsequent tours of duty, particular those dealing with bi/multi-lateral support and policy development.

Personally, overseas duty can be an exciting time for both you and your family. This duty offers an experience that can not be gained from remaining stateside, or from short vacations as a tourist. Living in another culture allows you and your family to learn everything from language and food to history and art. This is an opportunity that won't be found elsewhere; take advantage of it.

In every issue of *Perspective*, on our Home Page and in our community brief, our office lists career enhancing overseas billets - now is a good time to take a hard look at these jobs. Take some time to sit down with your family and determine what overseas locations would be appealing. Discuss the command and host nation environments with officers who have been there recently. Research the actual job and base support by calling the incumbent. Search online for more information on the region. Ask more than one person. Listen and keep an open mind when weighing your options. You and your family are the best judges on where you will enjoy overseas duty. Make an informed decision when you accept overseas orders.

NAVOP 008/98 explains some of the incentives for serving overseas such as Overseas Housing Allowance (OHA), Cost of Living Allowance (COLA), Consecutive Overseas Tour (COT) and space-available travel on military aircraft.

#### Senior Officer Billets

Contact CAPT Vaughn if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
CDR	USFJ	Yokota	8000
CDR/JD1	DIA/JMIC	DC	0009
LCDR	STKFWPSCOLPAC	Lemoore	0009
LCDR/CDR	ELANT/CNAVNW	London	0010
LT/LCDR	STKFWPSCOLANT	Oceana	0010
LCDR	NSAWC	Fallon	0011
LCDR	SPEC OPS CMD SOUTH	Puerto Rico	0103

#### **Junior Officer Billets**

Contact LCDR Rupp if you are interested in any of these assignments.

Rank	Billet	Location	Fill Date
LT	NMITC	Va Beach	ASAP
LT	NSAWC	Fallon, NV	ASAP
LT	SPECBOATRON ONE	Coronado	0010
LT	CINCSOUTH	Naples, IT	0010
LT	PATWING 10	Whidbey Isl	0010
LT	CVW 9 TGTEER	Fallon, NV	0103
LT	JICPAC	Hawaii	0103
LT	SEAL TEAM 8	Norfolk, VA	0105
LT	DHS BAHRAIN	Manama	0105
LT	SPACECOM	Colorado Sprgs	0103
LT	DMCA NAPLES	Naples	0104

\*\*\* For the most current listing of available positions, visit the PERS-4411 Internet Home Page at http://

**www.persnet.navy.mil/pers4411/index.html** and select Available Jobs. This listing represents only a portion of the job opportunities which are available in the coming months and should not be considered "hard fills."

### 1630 Attaché Opportunities Please contact CDR Wood if you are interested in any of these assignments.

Rank	Billet	Location	<b>Training Start Date</b>
LCDR	ANATT	Russia	ASAP
CDR	DATT	Estonia	0007
CDR	NATT	Finland	0108
CDR	ANATT	Japan	0111
LCDR	ANATT	Italy	0201
LCDR	NATT	Panama	0201
LCDR	ANATT	Singapore	0201

For the most current information regarding Attaché Placement, please visit our Web Site at **http://** 

**www.bupers.navy.mil.** Our organization code is 4411, navigate through the codes to pers4/pers44/pers4411. Enjoy and pass the word!!

# Opportunities to manage the application of Reserve Intelligence resources. Qualified Naval Intelligence

Officers are needed to manage the definition and application of Reserve Intelligence resources in support of regular Navy missions and forces. A successful candidate will possess a strong operational background and an aptitude for managing personnel and resources focused on the needs of a gaining

April - June 2000

command. TAR Intelligence Officers are assigned in just about every geographic area of the continental United States, as well as several overseas locations. For information on redesignation eligibility requirements please refer to MILPERSMAN 1001-20, or the latest TAR Selection Board NAVADMIN. (Note: Specific target Year Groups noted in NAVADMINs are subject to change without prior notice.) POC: PERS-4411C (CDR Bob Wood).

**Separating from Active Duty?** Continue your naval career with the Naval Reserve Intelligence Command. With over 70 drilling units in 27 states, there is probably one near where you plan to live. Contact the Reserve Intelligence Program Officer in your area, or CDR Wood (PERS-4411C).





DSN 882-4611, Comm (901) 874-4611; Fax: (901) 874-2684

Overseas Assignment. An overseas assignment can be both a professionally and personally rewarding tour for Supply Corps officers and their families. It is an excellent chance to experience different cultures firsthand and to travel to nearby locations not as accessible or affordable as when in CONUS. This can be a once in a lifetime opportunity for you and your family. If looking to make the Navy a career, all active duty officers should consider one overseas assignment an essential part of their career progression and development. Supply Officer assignments overseas include many of the same types of duty offered in CONUS, but come with additional challenges due to various location and cultural factors. For those officers who are assigned to overseas duty, OP makes every effort to provide those members the type of billet or geographic location of their choice when it comes time for reassignment stateside.

When is the right time to go overseas? Many officers choose to go after their initial sea tour, others go after postgraduate school to combine their subspecialty utilization with an overseas tour. There are also a number of overseas assignments at the CDR and CAPT level. Approximately 15 percent of Supply Corps billets are located overseas. The timing for an overseas tour often depends on career progression, availability of billets, as well as personal considerations. Basically, it is a function of what fits best with your career goals and your family desires.

Contact your detailer to discuss overseas tours and the many opportunities available. The following is a listing of overseas billets rolling in the next year.

#### CDR 3100 Overseas Shore

Avail	Activity	Location	Billet
0004	COMNAVSURFGR MED	Naples	Logistics/ASST FLT
0005	COMFAIR WESTPAC	Atsugi	STF SUP (O6 billet)
0006	NAVSTA GTMO BAY	GTMO	General Supply
0007	NSUPFAC D GARCA	Diego Garcia	General Supply
8000	ADMINSUPU SWA	Bahrain	GEN SUP/SUPPLY
0009	USMTM RIYADH	Riyadh	ICP SUPP ADV 50/02
0010	NSA NAPLES	Naples	General Supply

#### LCDR 3100 Overseas Shore

LCDI	LCDR 3100 Overseas Shore			
Avail	Activity	Location	Billet	
0006	CNAVSURFG MIDPAC	Pearl Harbor	SUP LOG	
0010	COMPHIBGRU 1 DET	Sasebo	GEN SUP	
0012	TAFT KUWAIT	AL Kuwait	SUP MGT ADV	
0101	NCTAMS EASTPAC	Wahiawa	GEN SUP/ACCT	
0101	NRCCDET DUBAI	Dubai	OIC SHR ACT	
0101	FISC YOKOSUKA	Yokosuka	INV CTL MTHD	
0102	NS ROTA	Rota	STK CNTL RQMT	
0103	DISA-PAC	Yokosuka	Deputy	
0103	FISC YOKOSUKA	Yokosuka	GEN SUP/COMPTR	
0104	CFA	Yokosuka	GEN SUP	

### LCDR 3100 Overseas Sea

Avail	Activity	Location	Billet
0005	AGF 3 LA SALLE	Gaeta	GEN SUP
0006	CG 49 VINCENNES	Yokosuka	GEN SUP
0006	CV 63 KITTY HAWK	Yokosuka	GEN SUP
8000	AS 39 E S LAND	La Maddalena	GEN SUP
0012	CV 63 KITTY HAWK	Yokosuka	GEN SUP

#### LT 3100 Overseas Shore

LIS	LOO Overseas Shore		
Avail	Activity	Location	Billet
0004	NSGA MISAWA	Misawa	GEN SUP
0004	DIEGO GARCIA	Diego Garcia	Fuels
0005	COMSC OFF DGARCI	Diego Garcia	STF SUP
0005	FLTILOTEAM YOKO	Yokosuka	OIC Shore ACT
0006	NAS SIGONELLA	Sigonella	Food Service
0006	NAVSUPFAC D GAR	Diego Garcia	Food Service
0007	NCTS FAR EAST FE	Yokosuka	GEN SUP
0007	NRCC SINGAPORE	Singapore	STF SUP
8000	DDYJ YOKO (NWCF)	Yokosuka	STK CTL REQMTS
8000	NSWA 10 ROTA	Rota	STF SUP
0009	NAS SIGONELLA	Sigonella	MATL CONTROL
0010	COMFLEACT CHINHA	Chinhae	GEN SUP
0010	DFR EUROPE DWCF	Weisbaden	Fuels
0010	COMLOG WESTPAC	Singapore	SUP PLN/LOGISTICS
0010	NSUPFAC DIEGO	Diego Garcia	Ship Store
0011		Naples	SUP PLN
	NSWU 1 SEA	Agana	GEN SUP
0012		R. Roads	Fuel Depot
	CLFNC BAHRAIN	Manama	FUEL LOG PLN
	NAF ATSUGI	Atsugi	TSO AV/ASD OFF
	NAS SIGONELLA	Sigonella	FUELS
0101	NAVAIRPRA	Atsugi	SUP LOG
	PSD SIGONELLA	Sigonella	DISBO
0101		Keflavik	BQ MGR
0102	,	Yokosuka	SHP REP
0103		Sigonella	TSO AV
0103		Seoul	SUP LOG
	DISA IPC Y DWCF	Yokosuka	DEPUTY
0103	COMSUBGRU 8	Naples	STF SUPPLY

#### LT 3100 Overseas Sea

Avail	Activity	Location	Billet
0003	FFG 48 VANDEGRIFT	Yokosuka	SUPPO
0005	E S LAND	La Mad.	STK CTL
0005	LHD 2 ESSEX	Yokosuka	STORES
0006	TAFS 9 SPICA	Guam	STORES
0007	E S LAND	La Mad.	STORES
0010	E S LAND	La Mad.	ISSUE CTL
0101	FFG 51 GARY	Yokosuka	GEN SUP
0103	TAFS 3 NIAGARA FALLS	Guam	STORES

Mentoring and Career Management. Visit the NAVSUP Mentoring and Career Management Web Site at http://www.navsup.navy.mil/personnel/career/career.html. For the junior Supply Corps officer, there is a host of information available. The officer's "It's Your Career" has been rewritten and filled with up to date career guidance. All available career programs and opportunities are detailed here. There are also a number of Web Site links to other sources of information you may find useful. For the more senior Supply Corps officers, the mentoring tools provided here will help you guide your junior officers through their career decisions. The reasons to stay in the Navy are compelling. The Junior Officer Mentoring Guide will provide the information you need to mentor your young officers and help them make the right decisions.





DSN 882-4032, Comm (901) 874-4032; Fax: (901) 874-2681

**CEC Overseas Career Opportunities**. Duty overseas will round out a successful CEC career by providing you with the required geographic diversity necessary for promotion. Since 14 percent of CEC billets are overseas, officers can expect an opportunity to go overseas once or twice during a career. As shown below, the CEC has a wide variety of overseas locations to choose from.

Azores	Italy (Aviano)	Japan (Yokota)
Bahrain	Italy (Naples)	Iceland
Belgium	Italy (Sardina)	Korea (Chinhae)
Cuba	Italy (Sicily)	Korea (Seoul)
Diego Garcia	Italy (Vincenza)	Portugal
Egypt	Japan (Atsugi)	Puerto Rico
England	Japan (Iwakuni)	Scotland
Germany (Ramstein)	Japan (Misawa)	Singapore
Germany (Stuttgart)	Japan (Okinawa)	Spain
Guam	Japan (Sasebo)	

**Professional Registration**. Registration as a Professional Engineer (PE) or Registered Architect (RA) is an important career milestone for Civil Engineer Corps officers. Profes-

sional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional work force you will lead are registered. Your assignment options may be limited without registration. Lastly, registration is a determining factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program instruction (NAVINST 1520.8D) outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, tuition assistance will fund up to 75 percent of the cost of a PE review course. Check with your local Navy Campus for details.

If your registration (PE, RA or Engineer-in-Training) is not shown on your record, fax a copy of your certificate to PERS-4413.

Acquisition Courses and Certification Levels. Over 70 percent of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders, as well as strengthen your professional record. Nearly all LCDR and junior CEC billets are acquisition coded, which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

- As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to PERS-4413D at DSN 882-2681, Comm (901) 874-2681.
- If you are a LCDR or senior and Level II or III certified, apply for Acquisition Professional Community membership. The board meets semi-annually to consider officers for membership. The next board convenes September 19, 2000.

The CEC Detail Office Home Page contains sample applications for certification levels and APC membership.

**Submit Your Duty Preferences**. Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an Email to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

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CEC Detail Office Home Page is a great source of career information. Visit our Web Site at: http://www.bupers.navy.mil/pers4413/

Warfare-Qualified Line Officers wanted. If you are a warfare-qualified officer with an engineering or architecture degree, your expertise is needed in the Civil Engineer Corps. Are you thinking about leaving the Navy to practice engineering or architecture? You worked hard to earn your engineering/architecture degree and warfare qualification. Why not pursue a career that allows you to use both of these qualifications? Consider getting some experience in the Civil Engineer Corps. All of our officers get immediate engineering management experience, responsibility and authority far exceeding that offered by a private engineering firm. To ensure that you are prepared for this responsibility, all of our officers receive a graduate engineering education, as well as extensive engineering and acquisition management training. As a Civil Engineer Corps Officer you can work in all of the following three areas:

**Contract Management.** More than \$4 billion worth of design and construction is performed every year by civilian construction and engineering firms under Navy contracts. These contracts will be your responsibility as the primary contact between the contractor and the Navy. You'll review designs and prepare, solicit and contract bid packages. You'll supervise construction, identify problems and devise solutions. Navy Civil Engineers also negotiate technical and financial modifications to contracts and approve completed work.

**Public Works.** You'll operate and maintain the complex facilities and utilities systems at shore activities by managing a large and diverse work force of civilian and military personnel. At public works departments and centers, you'll approve and execute the designs of trained engineering staffs. In facilities management, you'll identify, analyze, plan, budget, schedule and execute needed work and repair. Planning future requirements of naval facilities is a major responsibility.

Construction Battalions. The "can do" spirit of the Seabees is legendary. Performing most of their work overseas, Navy construction battalions maintain the Navy's mobile construction capabilities and support the Fleet Marine Force in amphibious operations. They build roads, airstrips, bridges, port facilities, utility systems and any type of building, often in unique and out-of-the-way locations. As a junior officer, you'll be in charge of these military construction companies, made up of 400 to 600 enlisted men and women.

The Civil Engineer Corps intends to select at least 30 warfare-qualified officers for transfer into the Civil Engineer Corps during FY01. There has never been a better time to transfer to the Civil Engineer Corps. Applications for the fall lateral transfer board will be due in July. More specifics

will be promulgated in an upcoming NAVADMIN. For more information, please contact the CEC Plans and Input Officer (PERS-4413D) Contact information is in the directory in the back of this issue. 

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DSN 882-3996, Comm (901) 874-3996; Fax: (901) 874-2865

We can't assign you near the "Halls of Montezuma," or the "Shores of Tripoli," but we can get you to most "climes" and many "places."

Chaplains serve Sailors, Marines, Coast Guardsmen and their families faithfully in a multitude of overseas locations. From the tropics of Diego Garcia to the chill of Iceland, whether ships, FMF, hospitals, etc., chaplains are there providing religious ministry. And like other communities, an overseas tour is a part of the career development of chaplains. Though we can't describe every overseas assignment, a brief overview will help you to understand the variety of assignments that await you in the "climes and places" where chaplains serve.

There are only two places where we send chaplains unaccompanied without choice – Diego Garcia and Camp Fuji. So, that means that anywhere else you go, you may take your family with you. Accompanied tours range from 24-36 months, depending upon location and type of duty; unaccompanied tours range from 12-36 months.

Okinawa has the most billets of any one location overseas. With over 50 chaplains on island, Okinawa offers FMF, base, hospital, CREDO and staff duty for chaplains from new accessions to CAPT. In addition to duty that will "stretch" your horizons professionally, opportunity for travel around the Far East is plentiful with Space-A flights out of Kadena AFB.

Republic of Korea has only one Navy chaplain permanently assigned in country, though many chaplains pass through on exercises and for port visits. Pacific Fleet demonstrated the importance of this billet by increasing the rank to CDR this past year. Two years accompanied assigned to Commander, Fleet Activities Chinhae, ADDU to the staff of Commander, Naval Forces Korea.

Bahrain boasts four billets, two at Admin Support Unit (chapel duty), and two on the staff of Commander, U.S. Navy Central Command. Expect to see some sand! This is a unique opportunity to serve in a predominantly Muslim country.

Europe offers tours in Italy, Spain, England and a rotational joint tour in Germany. There are two ship tours in the Mediterranean; one on a command ship, the other on a tender. The other tours are CREDO, hospital, shore (chapel) or staff duty. There's also a tour in Crete, two years accompanied, one year unaccompanied.

These brief descriptions don't do justice to the wide variety of opportunities to serve overseas, but hopefully they've whetted your appetite to learn more. Call us to discuss your next assignment, whether it should be overseas and what type, then call/E-mail someone at the proposed location and prepare for adventure!



# ★ Medical {PERS-4415}

**DSN: 882-xxxx** 

Medical Corps: (901) 874-4121/4119

MSC: (901) 874-4051/4052 Dental Corps: (901) 874-4043 Nurse Corps: (901) 874-4116/4562

Medical Placement: (901) 874-4095/4114; Fax:

(901) 874-2682/2680

http://www.persnet.navy.mil/pers4415/index.html



# **Nurse Corps**

Overseas assignments are a wonderful way to experience another culture and Navy camaraderie at its best! In the meantime, you're building assignment diversity. Assignment diversity means having a history of a variety of duty assignments. Ideally, your record should reflect a combination of large, medium, overseas and/or operational and small or isolated facilities. In addition to looking at sustained superior performance, selection boards are also known to look for assignment diversity and evidence that you are meeting the "needs of the Navy." Overseas billets represent only 17 percent of our total billets. Of those, 52 percent are in Asia, 27 percent are in Europe and 20 percent are other (i.e. Keflavik, Guantanamo Bay and Roosevelt Roads). All overseas assignments will afford you opportunities to travel, exercise leadership and experience another culture.

Many of our overseas facilities and environs have changed dramatically over the last few years. Below, you will find information about some of our overseas facilities. If you're interested in assignment to any of these exotic locations, please contact your Assignment Officer. Remember, we can break a stateside tour at the end of your Minimum Activity Tour (MAT) of 24 months for a critical overseas need.

**Guam**. Guam is a tropical island that is located 3,300 miles from Hawaii and 1,400 miles from Okinawa. Weather is fairly constant with winds blowing at about 5-10 miles an hour, an average temperature of 87 degrees and humidity of 85-95 percent. There are definite dry and wet seasons. We serve a population of about 27,000, most of whom are active duty and their family members. There is also a large retired population. The hospital has about 600 total staff, including civilians.

Overseas screening is a must and should be no problem for most families. The tour of duty is two years (both accompanied and unaccompanied). There are educational opportunities with university extension courses offered from major schools. Child care is available on base. You can live in Navy housing on one of the three bases, or you can live off-base. There are also many tourists visiting from Asia year round. The shopping at the three exchanges is good, and the two commissaries are well stocked. There are many activities both on and off-base. Diving is excellent, and some of the best dive sites in the world are within two-three hours around Guam. Travel is encouraged, and many personnel go to Asia and Australia for leave. Some local and U.S. Customs regulations need to be reviewed by owners of pets before they make any arrangements for their flights to Guam. There is a 120-day confinement period for all pets. Your tour on Guam is as good as you make it, and planning is key to your success. Request a sponsor, and ask lots of questions. Establish E-mail contact with your sponsor, as this will reduce stress on both ends of the move. For further information, please visit our Web Site at http:// www.usnhguam.med.navy.mil.

Okinawa. Okinawa is known as the "Keystone of the Pacific." Naval Hospital Okinawa is the largest OCONUS Naval Health Care Facility in the Western Pacific. A full complement of services is available, except cardiovascular and pediatric surgery. There are 65 operating beds with expansion to 266 beds, and the daily census averages approximately 50. The total beneficiary population on the island is about 57,000. There are 1,045 on staff at the hospital, which includes about 100 Navy Nurses. For further information, please visit our Command Web Site at http:// www.oki.med.navy.mil/ and click Information for Incoming/ Visiting Personnel, which has links to Marine Corps Bases Japan, Kadena Air Base and Virtual Okinawa.

Yokosuka. U.S. Naval Hospital, Yokosuka, Japan, provides a comprehensive range of emergency, outpatient and inpatient care services to active duty personnel and authorized beneficiaries in an area stretching over 1,000 miles, and supports Branch Medical Clinics in Atsugi, Iwakuni and Sasebo. For additional information, please refer to the Yokosuka Home Page at the following address: http:// www.nhyoko.med.navy.mil. The information gleaned here is exceedingly well presented and updated regularly. Additionally, please consider using the Senior Nurse Executive as a resource by calling 011-81-311-741-5370.

Naples. Considering a tour in Naples? Besides our reputation for easy access to all of Europe, the Naples military community is currently undergoing the largest quality-of-life improvement project in the Mediterranean, called the Naples Improvement Initiative (NII). The NII is a 10-year plan to upgrade nearly all of the military facilities and improve the quality of life in Naples. It will be completed in FY03. The primary operational aspects of the community are located at NSA Capodichino, a 60-acre complex sharing its runways with the civilian airport. "Capo," as we affectionately know it, was constructed in such a way that all amenities are within a five-minute walk. There is a new BOQ, Navy Exchange outlet, MWR club, dining facility, Branch Medical Clinic, CDC, and a state of the art fitness center. A few miles North of Capo, near Caserta, is the Gricignano Support Site. This is the location of over 800 new Government quarters with "stateside" amenities such as 110-volt electricity, central heat/air and full size appliances. Gricignano opened in 1997 with the new DOD schools, and will include a stateof-the art hospital, set for completion in 2002. Designed with the emphasis on ambulatory care, it will include a smaller inpatient unit, large ambulatory procedure unit and enhanced diagnostic capability with MRI - the only Navy unit in theater. USNH Naples serves the medical needs of more than 100 different commands and activities, including the Allied Forces Southern Europe (NATO).

Consider Naples, one hour from the Amalfi Coast, a short ferry ride to Capri and just 180 kilometers from Rome! Check us out on the Web!

Naval Support Activity: http://www.nsa.naples.navy.mil Naval Hospital Naples: http://192.101.126.6



Many of you will be executing PCS orders in the coming months to overseas locations. Overseas service is defined as military duty performed while assigned to a military installation or activity permanently based outside the 48 contiguous United States.

The criteria for selection of personnel for overseas assignment include:

- a. Suitability as a representative of the United States.
- b. Professional competence of the individual.
- c. Member and suitability of accompanying family members as representatives of the United States.
- d. Acceptable physical condition of his/her family members.

Approximately 75 percent of our overseas billets are located in Japan. Only 25 percent of our overseas billets can be found in the European theater. As a result, your chances of

being assigned to the Orient are much greater. Possible duty stations located overseas and tour lengths, both accompanied and unaccompanied, are as follows:

Location	Accompanied/Unaccompanied Tour Length
Bahrain	24/12
Guantanamo Bay, Cuba	30/18
Guam	24/24
Hawaii	36/36
Keflavik, Iceland	30/18
Italy	36/24
Yokosuka, Japan	36/24
Okinawa – NDC	36/24
Roosevelt Roads, Puerto Rico	36/24
United Kingdom	36/24
Diego Garcia	/12
FMF	
Iwakuni	36/12
3D	36/12
11D	36/12
Kaneohe Bay, HI	36/36

We find that most dental officers in a 20-year career have had at least one overseas assignment. It's a tremendous opportunity to experience another culture and to make lifelong friends in foreign lands. For many of us, the opportunities to travel attracted us to Naval service. Besides, if we didn't do anything exciting, we wouldn't be able to make up sea stories to tell our friends and grandkids.

## Medical Placement

**Overseas and Operational**. In Nov 99, LT Henry Young, the Overseas Placement Officer, had an opportunity to make a site visit to Japan, Guam and Hawaii. This trip was very successful from the placement perspective; it offered the placement officer an opportunity to closely examine command specific manning issues and better understand their needs. It also helped commands to learn the role of their placement officer.

As the Overseas and Operational Placement Officer, the main objective is to ensure the individual billets in the command are not gapped and are filled by qualified individuals. Communication with the command is the key to success. However, there are times when gapping a billet is unavoidable. Overseas and operational billets are always priority fills. The placement officer is the command's advocate in the Bureau and will work hard with the detailers to ensure the command receives the support it needs to accomplish its mission.

#### Medical Corps

CAPT Hinkson, the Executive Medicine and Surgical Specialty Detailer, and CDR Norcross, the Primary Care and Non-Surgery Specialty Detailer, recently completed a western Pacific detailing trip to Naval Hospitals Yokosuka, Okinawa, Guam and Naval Medical Clinic Pearl Harbor. CAPT Hinkson and CDR Norcross found these hospitals to be excellent tour opportunities. Several billet opportunities for Yokosuka, Guam, Okinawa and Pearl Harbor are still available. Do not let a great opportunity slip away. Consider a tour to the Orient.

Naval Hospital Yokosuka is located 40 miles south of Tokyo adjacent Tokyo Bay on the island of Honshu. Naval Hospital Yokosuka is a full service hospital that supports the Commander, U.S. Naval Forces Japan and the U.S. Navy 7th Fleet. The hospital is a beautiful state of the art four-story hospital. Six Japanese medicine residents rotate through the hospital, which allows staff medical officers the opportunity to teach, as well as learn more about the Japanese medical system. Travel opportunities abound to locations all around the Japanese home islands, from trips to Mount Fuji, the Sapporo Ice Festival, Kyoto,

Tokyo Disneyland and Nagano for skiing, which was the site for the last winter Olympics. Travel to Australia, China, Singapore, Korea, and Hong Kong is available from Japan. Housing is limited on-base, and there is a waiting list. Many officers choose to live off-base. Family life is very good in Japan. Yokosuka experiences the four seasons, and is similiar to Maryland. Summers can be very hot and the winters can have snow.

Naval Hospital Okinawa is located at Camp Lester on the island of Okinawa. Naval Hospital Okinawa supports the United States Marine Corps Third Division, which makes its home forward deployed on the island of Okinawa. Naval Hospital Okinawa is a full service hospital, which offers a great opportunity for physicians to do a full scope of practice. This hospital also allows recent residency graduates a tremendous opportunity to consolidate their skills while performing their utilization tours. Housing is available on and off base. Family quality of life is very high in Okinawa, with many MWR sponsored programs. Okinawa has nice weather all year round with warm summers.

Naval Hospital Guam is situated on the western side of the island of Guam, which is a United States territory. The hospital is located outside of Agana, the capital of Guam,

and supports Commander, U.S. Naval Forces Marianas. The hospital allows staff physicians the opportunity for a full scope of practice. The hospital itself is a four-story building overlooking the beautiful, and very blue, Philippine Sea. Most officers choose to live off base. Guam also offers great opportunities for local MWR events such as diving, deep sea fishing and outdoor activities. This is also a great jumping-off point to see other Asian nations. The physicians there are very happy with their assignments, and several doctors are planning to extend for an additional year. Family life in Guam is described as terrific, and the weather is much like Hawaii year round.

Naval Medical Clinic at Pearl Harbor offers Navy physicians opportunities to be stationed at either the Pearl Harbor Shipyard Clinic, the Makalapa Clinic, the Barber's Point

Clinic or Kaneohe Bay. There are a couple of Navy billets also located at Tripler Army Hospital near Honolulu. These billets support Navy and Marine Corps forces stationed in the Hawaiian Islands. These three-year tours offer a full scope of practice opportunities. Housing is available on and off base. The weather is beautiful year round in Hawaii, and the quality of family life there is very good. Medical Corps officers are advised to strongly consider western Pacific tours at our overseas hospitals in Yokosuka, Okinawa, Guam, and clinics in Hawaii. Why dream about these exotic ports of call when you can actually live and work at one of them?



There are many billets available each year for all of the medical specialties. Yokosuka, Okinawa and Guam are all full scope of practice hospitals. All of these hospitals are great places for graduating residents to consolidate their skills by performing their "payback" or "utilization tours."

Taking an overseas tour opportunity is also career enhancing; it sends a message to the selection board that you are willing to "do the heavy lifting." Overseas tour assignments frequently offer tremendous opportunities for medical corps officers to assume leadership positions such as department head, director of medical/clinical services and officer in charge positions. To find out more information about these and other overseas billets such as Europe, please contact CAPT Hinkson or CDR Norcross. Please visit the Medical Corps Detailer's Web Page, which is updated frequently with hot fills, upcoming billet vacancies, and exciting job opportunities overseas. The medical corps detailers' Web Site address is http://www.persnet.navy.mil/pers4415/index.html.

## Medical Service Corps

The advice appropriate to most Medical Service Corps Officers is to diversify your assignments (i.e., overseas, operational, recruiting, major staff). Some subspecialties do not have a large variety of assignments to ensure diversity, but most subspecialties do have overseas assignments. As detailers, our priority fills are operational, overseas and one-of-one assignments, in that order. Most subspecialties have assignments in the Pacific, the Middle East, Europe and Hawaii. If you are interested in an overseas assignment, please contact your respective detailer.

If you accept an overseas assignment, you will be required to complete the entire tour. Tour lengths vary by location; for example, an unaccompanied tour in Yokosuka is two years, one and a half years in Cairo and one year in Jakarta. Most accompanied tours range from two to three years. Upon return to the continental United States (CONUS), minimum tour for separation (MTS) is one year. If you desire to resign, release from active duty or retire, and you accept orders back to the States, you will only be required to complete one year.

If you choose to complete a consecutive overseas tour (COT) or an in-place consecutive tour (IPCOT), you (and your family, if applicable) are eligible for travel to your home of record, which must be used in the first year of your second OCONUS tour. You are eligible for IPCOT if your extension at an overseas location is equivalent to two overseasunaccompanied tour lengths. For additional information regarding an overseas assignment, MTS or COT, please contact your detailer.





DSN 882-4085, Comm (901) 874-4085; Fax: (901) 874-2679

Overseas duty should be a part of every judge advocate's career plan. It should not be a question of "if" one should serve overseas, but "when." Just like sea duty, if you are going to be a part of the Navy, you need to experience the full range of duty wherever the Navy projects power, to include overseas. Virtually everywhere the Navy serves, there is an opportunity for judge advocates to serve. A quick review of the JAG directory reveals billets in every paygrade in almost every location where there is a concentration of naval forces.

The opportunities for overseas service for first tour judge advocates is minimal - primarily because the experience level required overseas many times necessitates operating independently, and the coexistent increase in experience level. Mobile JAG Teams (MOJAGs) have been a staple in WESTPAC, Mediterranean and Mideast deployments for years. Most of these trial teams are launched from the various NLSOs, TSOs, and detachments worldwide. One of the busiest dockets, with some of the most complex cases, is the WESTPAC AOR being serviced by TSO Pacific Detachment and NLSO Pacific in Yokosuka, Japan. If you don't believe it, contact judge advocates serving at these commands and ask them where they have been recently.

With many MOJAG cases, the requesting unit's legal officer or independent legalman often does initial case preparation. The trial counsel and defense counsel travel to the site, conduct their case preparation, and when ready for trial, will request the military judge and court reporter. This is delivery of legal services to the fleet - what we are all about. When a trial team arrives at a unit, whether it is a forward deployed ship operating in the eastern Mediterranean or a stand-alone command in southwestern England, they will provide the full range of NLSO/TSO services to members of the command. As one of my former XOs once said: "Every JAG is a legal assistance attorney." Likewise, assist visits to independent commands are common overseas with units operating independently, such as Naval Security Group Activities or Defense Attaché Offices.

One area often overlooked by officers considering overseas duty are the very favorable allowances received while stationed overseas. In addition to all the allowances one receives in the states, overseas personnel receive a cost of living allowance (COLA) that floats with the local currency, and is intended to compensate for the additional costs that may arise. For example, in some countries like England, we must buy a license to operate our television sets; in other countries like Italy, you receive additional COLA because of the higher costs of auto insurance. The overseas housing allowance (OHA) provided for those living off base covers a much higher percentage of actual housing costs, including utilities, than BAH does in the states. Junior personnel are many times surprised their net pay is much higher while stationed overseas.

Personal travel opportunities exist overseas that stateside family members never experience. While stationed overseas, family members may ride military aircraft on a "space available" basis with their sponsor, or in certain locations, even without the sponsor. Not only does this reduce the cost of returning to the states on leave, but also provides inexpensive opportunities to visit nearby countries. The geographical proximity makes visits to lesser-known locations a possibility.

Finally, there is the professional growth aspect of viewing the practice of law overseas. The interaction between U.S. law, host nation law, and the Status of Forces Agreement (SOFA) can be challenging at times. A JAG officer soon finds the SOFA effects virtually every part of the U.S. military's presence overseas, whether it is foreign criminal jurisdiction, tax-free gasoline coupons or importation of household goods. The JAGC officer also finds a renewed appreciation for their services in these remote locations that is not always present stateside.

The next time an opportunity to serve overseas comes your way, give it some serious thought. You may be surprised that when everything is tallied up, overseas duty looks pretty good.  $\square$ 

**★ TAR {PERS-4417}** 

Training and Administration of Reserves
DSN 882-4062, Comm (901) 874-4062;
Fax: (901) 874-2676

**TAR Air/Surface Overseas Duty:** Overseas assignment is a challenging and unique opportunity for TAR officers and their families to travel abroad, learn different languages and experience foreign cultures. If you are interested in being assigned overseas, please contact your detailer to discuss your options. The following is a list of overseas billets within the TAR community. Contact your assignment officer for the details.

Billet Design	4	Damle	Mid-1
Overseas Sea Duty	lator	Rank	Title
COMSIXTHFLT	1130	LCDR	SEAI
COMSIXTHFLT		LCDR	
COMSIXTHFLT		CDR	STFOPS&PLN
COMSIXTHFLT			STRK OPS
COMSEVENTHELT		CDR	STFREDITAC/RESV COORD
COMUSNAVCENT		CDR	STFPLN/FORCERESV COORD
Hawaii	1030	CDK	STITE LY PORCERES V COORD
CINCPACFLT/RPN	1000	CAPT	STF LIASON/ NAVRES COORD
CINCPACELT/RPN		CDR	STF LIAISON/ MOBILIZATION
CNAVSURFG MIDPAC	1110		STF REDI GEN/ RES COORD
COMSUBPAC			PERS PLN/ NAVRES COORD
COMSUBPAC	1120		STF OPS&PLNS/ RES
PLANS&POL	1120	DI	STI OT SQL LIVS/ ICLS
NMCRC HONOLULU	1050	CDR	CDR/CO SHRACT
NMCRC HONOLULU		LCDR	
USCINCPAC		CDR	TAR-NAVRESPGM MGR
SOCOM SOCPAC		CDR	STF OPS&PLANS/MOB
VR 51		CDR	AVIATOR
VR 51		CDR	AVIATOR
VR 51			AVIATOR
		LT	AVIATOR
VR 51		LTJG	AVIATOR
Overseas Shore Duty	1011	2100	
CINCUSNAVEUR	1000	LT	STFPLAN/RES PLANS
CINCUSNAVEUR	1000	CDR	STFPLN/RES PLANS COORD
SOCOM SOCEUR (GE)	1130	CDR	STF OPS ANDPLNS/MOB
COMFLEACT CHINHAE			OPSASHR/RESLOGS/PLNS
SOCOM SOCKOREA	1130	LCDR	STF OPS&PLNS/MOB
NAVRESCEN RR PR	1050	CDR	CDR/CO SHRACT

SOCOM/	1130	CDR	STF OPS&PLNS/MOB
SOCSOUTH RR PR			•
USCINCEUR			PLANS OFF 70/04
USCINCEUR	1000	CAPT	DEPUTY DIR 70/01
Alaska			
NRC ANCHORAGE	1050	LT	CDR/CO SHRACT

TAR community assignment and placement officers urgently need your updated E-mail addresses and phone numbers. The best way to update our contact list is to send us an E-mail. Contact us at DSN 882-4062/63, Comm (901) 874-4062/63. Please see the NPC Directory in this issue for E-mail addresses.

Surfac	e Downstream Billets			
Avail	Activity	Billet title	Desig	Rank
0011	SERVSCH GLKS	ADMIN/PERS MGMT	1000	LT
0011	NRPDC NORLNS	XO SHR ACT	1000	LCDR
0011	SIMA INGLESIDE	XO SHR ACT	1000	LCDR
0011	NRRCREG 9 MEMPH	ED TRA PLN GEN/	1000	LCDR
0011	WICKERED 9 WEWITT	ASHORE COORD	1000	LCDR
0011	NMCRC L R AR	CDR/CO SHR ACT	1050	CDR
0011	NRC DUBUQUE IOWA	CDR/CO SHR ACT	1050	LCDR
0011	NMCRC PHOENIX	CDR/CO SHRACT	1050	CAPT
0011	NMCRC HONOLULU	TRAINING/XO SHR	1110	LCDR
0011	NAVRESINFOSYS	PERS/MPWR MGT	1100	LCDR
0012	OPNAV/RPN	ED TRA PLN GEN/	1000	CDR
0012	CNSRF NORLNS	AIDE	1000	LT
0012	CNBEACH GR 2	STF OPS&PLN	1110	LCDR
0012	NMCRC PROVIDENCE	TRAINING/XO	1110	LCDR
0012	NRRCREG11 DALLAS	ED TRA PLN GEN	1110	LCDR
0012	NAVAIRES NORVA	PERS/MPWR MGT	1100	LCDR
0012	NAVMAC MILLINGTN	MPWR PLN	1100	LT
0101	BUPERS WASH DC	PERS P&P DIR/DEP	1000	CDR
0101	NMCRC GRD RAPDS	CDR/CO SHR ACT	1050	CDR
0101	COMWHEMGRU	STF REDI GEN	1110	LCDR
0101	NRESPERSCENNRLNS		1100	LCDR
0101	THE ST BITS SETTINGENS	HEAD, PIM MGMT DIV		2021
0102	EPMAC NRLNS	PERS DIST ENL/DIVDIR		LT
0102	NMCRC DALLAS TX	CDR/CO SHR ACT	1050	CAPT
0102	CNRESFOR NRL	PN STF PLNS/FRC OPS	1050	CDR
0102	OPNAV	MINESWP/N852G	1110	LCDR
		MIUW REQS		
0102	NMCRC DAFB A GA	TRAINING	1110	LT
0102	CHNPERSUP WASHDC	MPWR PLN/ASST HD	1100	LCDR
		OFF ACCESSION PLNS	SEC	
0103	CNRESFOR NRL RPN	AIDE/PROTOCOL OFF	1000	LCDR
0103	NMCRC HONOLULU	CDR/CO SHR ACT	1050	CDR
0103	NRC SYRACUSE NY	CDR/CO SHR ACT	1050	CDR
0103	NMCRC PORTLAND	CDR/CO SHR ACT	1050	CAPT
0103	CNSRF NORLNS	ED TRA PLN GEN/	1050	LCDR
		RSTARS		
0103	NAVRESCEN QUINCY	XO SHR ACT	1050	LCDR
0103	OPNAV/RPN	CMPU SYS ANAL/	1100	CDR
		N952F HD ADP, IRM SYS		
0104	MSC HDQTS RPN	STF REDI GEN/	1000	CDR
		RESERVE READINESS		
0104	OFF OF ASN MRA	MPWR PLN/SPECASST/	1000	CDR
	ana a	MPWR DEV/EEO		
0104	SB&CAASD/RA/RPN	ADMIN OPS/DIRFLDOPS		CDR
0104	JNTSTF JCS WASH	RC JNT MNPWR	1000	CDR
0104	USCINCCENT	NAVAL RESERVE	1000	LCDR
		LIAISON OFFICER		
0104	NMCRC WOR MA	CDR/CO SHR ACT	1050	LCDR
0104	NMCRC COL GA	CDR/CO SHR ACT	1050	LCDR
0104	NMCRC OMAHA NEB	CDR/CO SHR ACT	1050	CDR
0104	NRC LINCOLN NEB	CDR/CO SHR ACT	1050	CDR
0104	NMCRC DENVER CO	CDR/CO SHR ACT	1050	CAPT

NMCRC L VEGAS	CDR/CO SHR ACT	1050	LCDR
NRC CENTRAL PT	CDR/CO SHR ACT	1050	LT
OPNAV/RPN	ED TRA PLN GEN/	1110	CDR
-	N953D ASHR/STF PROC	GRAM	
OPNAV/RPN	P&P CHIEF/N85RDIR	1110	CAPT
	RESERVE PLANS (N861	₹)	
CNSURFRESFOR/RPN	STF PLN	1110	CDR
NMCRC CHASN SC	TRAINING/XO SHR	1110	LCDR
COMSUBLANT	PERS PLN/RESERVE	1120	LCDR
	MANPOWER/PERS OFF	ICER	
NRPDC NORLNS	CDR/CO SHR ACT	1100	CDR
BUPERS WASH DC	BUDGET/OFF DIR	1100	CDR
MSCMSC PAC RPN	STF PLN	1000	LCDR
NRC HELENA FT H	CDR/CO SHR ACT	1050	LCDR
LANTORD YKTN N-N	MILMPWR RQM CTL/	1050	LCDR
	RESERVE MANAGER		
NRC OKLAHOMA	CDR/CO SHR ACT	1050	CDR
NRC LEXINGTON KY	CDR/CO SHR ACT	1050	CDR
NMCRC SACRAMENTO		1050	CDR
NRC FRESNO CA		1050	CDR
NAVRESCEN QUINCY	CDR/CO SHR ACT	1050	CDR
NAVSCIATTS INST	TECH/DH/INST	1110	LT
COMWHEMGRU	STF REDI GEN	1110	LCDR
	AREA CDR/DEPUTY	1110	CAPT
NRC FT DIX NJ	TRAINING	1110	LT
CSBR 2	MOB&SEL/SEAL	1130	LCDR
OPNAV	N120C3-RPN	1100	LCDR
	BUDGET ANALYST		
NSA NEW ORLEANS	DISASTER PREP	1100	LT
	NRC CENTRAL PT OPNAV/RPN  OPNAV/RPN  CNSURFRESFOR/RPN NMCRC CHASN SC COMSUBLANT  NRPDC NORLNS BUPERS WASH DC MSCMSC PAC RPN NRC HELENA FT H LANTORD YKTN N-N  NRC OKLAHOMA NRC LEXINGTON KY NMCRC SACRAMENTO NRC FRESNO CA NAVRESCEN QUINCY NAVSCIATTS INST COMWHEMGRU NRC RT DIX NJ CSBR 2 OPNAV	NRC CENTRAL PT OPNAV/RPN ED TRA PLN GEN/ N953D ASHR/STF PROO P&P CHIEF/N85RDIR RESERVE PLANS (N86I) CNSURFRESFOR/RPN NMCRC CHASN SC COMSUBLANT PERS PLN/RESERVE MANPOWER/PERS OFF. OFF. OFF. OFF. OFF. OFF. OFF. OFF.	NRC CENTRAL PT         CDR/CO SHR ACT         1050           OPNAV/RPN         ED TRA PLN GEN/         1110           OPNAV/RPN         P&P CHIEF/N85RDIR         1110           OPNAV/RPN         P&P CHIEF/N85RDIR         1110           RESERVE PLANS (N86R)         1110           CNSURFRESFOR/RPN         STF PLN         1110           NMCRC CHASN SC         TRAINING/XO SHR         1110           COMSUBLANT         PERS PLN/RESERVE         1120           MANPOWER/PERS OFFICER         NRPDC NORLNS         CDR/CO SHR ACT         1100           BUPERS WASH DC         BUDGET/OFF DIR         1100           MSCMSC PAC RPN         STF PLN         1000           NRC HELENA FT H         CDR/CO SHR ACT         1050           LANTORD YKTN N-N         MILMPWR RQM CTL/         1050           NRC OKLAHOMA         CDR/CO SHR ACT         1050           NRC LEXINGTON KY         CDR/CO SHR ACT         1050           NMCRC SACRAMENTO         CDR/CO SHR ACT         1050           NRC FRESNO CA         CDR/CO SHR ACT         1050           NAVRESCEN QUINCY         CDR/CO SHR ACT         1050           NAVESCIATTS INST         TECH/DH/INST         1110           COMWHEMGRU         S

TAR Intel. Opportunities to manage the application of Reserve intelligence resources: Qualified Naval Intelligence Officers are needed to manage the definition and application of Reserve intelligence resources in support of regular Navy missions and forces. A successful candidate will possess a strong operational background and an aptitude for managing personnel and resources focused on the needs of a gaining command. TAR intelligence officers are assigned in just about every geographic area of the continental United States, as well as several overseas locations. For information on redesignation eligibility requirements please refer to MILPERSMAN 1001-20, or the most recent TAR Selection Board NAVADMIN #300/99 (Msg DTG 101528Z NOV 99) (Note: Specific target Year Groups noted in NAVADMIN #300/99 are subject to change without prior notice.) POC: PERS-4411C, CDR Bob Wood.

#### ★ Fleet Support {PERS-4419}

DSN 882-4054, Comm (901) 874-4054; Fax: (901) 874-2676

Over the course of a career, every Fleet Support Officer should plan on at least one overseas/OCONUS tour. During the Major Command and CO/XO/PA screening boards, the board members looked for successful overseas tours as an indicator of potential for future success. In addition,

although there is no guarantee, detailers make every effort to provide choice of billet type/geographical location, for those officers assigned to overseas duty, when it comes time for reassignment stateside. The following are some upcoming overseas/OCONUS assignments:

Rank	Billet	Location	Fill Dat	:e
LT	Info Sys	NCTAMS PAC, HI	0009	
LT	COMM PLN&OPS	CNE, London	0010	
LT	LES/FORCE	NSA, Naples	ASAP	
LT	LES/Asst	NSA, Naples	ASAP	
LT	Admin/Protocol	NAVMARANASSUPPAC	ASAP	
LT	Aide/Protocol	CNFK, Korea	0006	
LT	Aide	CNFJ, Japan	0006	
LCDR	EA/Port SVC	CNRH, HI	ASAP	
LCDR	Comp Sys Anal	CPF, HI	ASAP	
LCDR	Budget	CPF, HI	0002	
LCDR	STF OPS & PLN	COMSCEUR, Naples	0004	
LCDR	Admin	NCTAMS PAC, HI	0004	
LCDR	Retention	CPF, HI	0006	
LCDR	Training Officer	USS Kitty Hawk, Japan	8000	*04 PA
LCDR	OPS Anal	HQUNC, Korea	8000	*42P/joint
CDR	STF ADMIN	CPF, HI	0005	
CDR	CO	MSCO, PUSAN Korea	0009	*05 CMD

Congratulations to the FY01 Command/Executive Officer/ Principal Assignment (CO/XO/PA) selects. We selected 23 for CDR Command and 30 for XO/PA. Next December, officers selected for FY01 promotion to CDR will receive their first look, and those who promoted to CDR in FY00 will receive their third look. For the LCDRs: officers selected for FY01 promotion to LCDR will receive their first look, and those promoted to LCDR in FY00 will receive their second look. Because we now do all our screening after selection for promotion, there will not be an O5 group receiving a second look, nor will there be an O4 group receiving a third look. Reminder: For those officers in the bank (Commanding Officer or Executive Officer), your record will be reviewed annually until actually ordered into a CO/XO/PA billet. It is essential that your latest FITREP be submitted prior to this board. You also need to provide CO or XO/PA duty preferences to your detailer (for the LCDRs this will include Sea Duty assignments for our SEWs and MPTs).

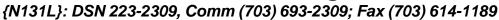
**New Detailer**: Welcome aboard to our new detailer LCDR Michelle Wulff! Our first cut at division of labor between the four detailers is: CAPT Andy Koch as the Head FSO Assignments will detail CAPTs and CO screened CDRs. CDR Mary Anderson as the Assistant Head FSO Assignments will detail CDRs and XO screened LCDRs. LCDR Michelle Wulff will detail YG 82-89, and LT Pat Williams will detail YG 90 and junior. Lest we forget, Mrs. Freda Hudspeth, our admin assistant, will continue to provide exceptional service to us all. Don't know who your FSO detailer is? Freda does!

Submit your New Contact Information: Shortly after arriving at a new duty station, you should send an E-mail to your detailer with your new work phone number and any other contact information.

Page 40 Perspe



#### ★ LDO/CWO Picture - "Mustang News"





Are you ready for an experience overseas? Overseas duty for the LDO/CWO community is an integral part of the forward defense of our nation today. We play key roles and provide leadership everywhere, from the PSD in London to USS KITTY HAWK in Japan. Our community is at the "tip of the spear."

I know every time the detailer calls and talks to you with regard to going overseas your stomach gets tight, and you really don't want to leave your comfort zone in the States. But once you're forward deployed, settled in, and the family is enjoying life, things settle down. If given the opportunity to go overseas, DO IT: it helps for promotion and professional growth, and you might even like it.

If you're not willing to complete a tour overseas, maybe it's time to think about where you are in your Naval career, and possibly think of another career.

As we enter the new year, the LDO community is doing well. We continue to grow everywhere except in the O6 arena. However, your detailer and I are working the issue. It is exciting to see the promotion opportunity for W-3 to O5

increase. We are also looking at increased accession numbers for FY01.

FY01 In-Service Active LDO/CWO selection board. The board convened January 31, 2000, with our Senior LDO in the Navy as president. As you read this, the results will have been released. This year, for the first time in several years, we had an increase in applications. Thank you all for your support in encouraging the best of the best to apply. Please continue your efforts in advertising and recruiting for our great program.

**Upcoming LDO CAPT Retirements.** Fair winds and following seas to the following CAPTs:

CAPT Bruce Gustin 6260 CAPT Bill Stewart 6210 CAPT Eric Glidden 6280 CAPT Ron "SHIPMATE" Jach 6310 CAPT Jerry Rea 6110 CAPT Dave Schmitz 6210

Farewell and smooth sailing, Shipmates!

#### Attaché Duty = Overseas Duty

Attaché duty is 100 percent overseas duty!! Each Attaché is assigned to the USDAO in the American Embassy located in the capital city of the host country. The Defense Attaché System (DAS) is for the military officer who wants a unique assignment in the service of the United States. It is for the officer who thrives on challenge and change one with superior intellect, professionalism, and integrity. The DAS is for officers who want to expand their horizons by becoming an integral part of the diplomatic team representing the United States in over 100 embassies abroad.

The application and selection process for Attaché duty is extensive, so it is important to talk to the Attaché Placement Officer and your detailer not less than a year prior to your PRD to ensure a smooth process. For answers to Frequently Asked Questions about Attaché duty and for the latest in available Attaché assignments, search the BUPERS Home Page at http://www.bupers.navy.mil/ codes/pers4/pers44/pers4411, and look for Attaché Placement.

#### Attaché Assignments (ICOD February 11, 2000):

Trng/On-Sta	Country	Billet	Tour	Grade	Desig	Misc
ASAP/0110	Madagascar	DATT	24	O5	1050	
ASAP/0110	Madagascar	OPSC	24	CWO	7440	
ASAP/0006	Philippines	NATT	24	06	1310	C-12
ASAP/0101	Thailand	NATT	36	06	1310	C-12
0001/0106	India	ANATT	36	O4	1050	
0001/0105	Peru	DATT	24	06	1050	
0001/0112	Qatar	DATT	24	O5	1050	
0001/0110	Russia	ANATT	24	O4	1630	
0007/0108	Estonia	DATT	24	O5	1630	
0008/0212	Bulgaria	NATT	36	O5	1000	
0008/0107	India	ANATT	36	O4	1050	
0008/0202	Malaysia	NATT	36	06	1050	
0008/0201	Peru	DATT	24	06	1050	
0101/0206	Malaysia	NATT	36	06	1000	
0102/0304	China	ANATT	36	O5	1630	
0103/0206	Denmark	OPSC	36	CWO	7440	
0103/0209	Indonesia	OPSC	36	CWO	7410	
0103/0304	UAE	NATT	36	O4	1000	
0104/0206	Ecuador	NATT	36	06	1050	
0104/0207	Ivory Coast	NATT	24	O5	1310	C-12
0104/0207	Mexico	NATT	24	06	1000	

# Navy Personnel Command Directory

For E-mail address, replace xxx with listed PERS-Code:

Example: to E-mail the Submarine Junior Officer Shore Detailer(PERS-421c): p421c@persnet.navy.mil

For Commercial Phone Numbers add:

(901) 874-XXXX for DSN 882

(703) 614-XXXX for DSN 224

(703) 693-XXXX for DSN 223

(301) 757-XXXX for DSN 257

(202) 433-XXXX for DSN 257

			-XXXX for DSN 223	N131	Director	CAPT Willson	223-2303
			3-XXXX for DSN 288	N131B	Deputy Director	CAPT Carnot	223-2301
		(703) 695	-XXXX for DSN 225	N131A	Secretary	Ms Castell	223-2302
				N1G2	Head, Chaplain Officer Community Manager	CAPT Magness	225-8523
				211D N131U	Head, AED/AMD Officer Community Manager	CAPT Milton	757-8483 882-4090
PERS-Code	Position	Incumbent	DSN	N131U1	Head, Engineering Duty Officer Comm. Manager Asst, Engineering Duty Officer Comm. Manager	CAPT Edwards Pat Morgan	602-8503
Perspective	and LINK Magazines			N131H	Head, Special Warfare Officer Community Manager	LCDR Szymanski	225-3914
051	Managing Editor, Perspective and LINK Magazines	FNC Determen	882-4135	N131G	Head, Fleet Support Officer Community Manager	CDR Wurzel	227-8761
051A	Editor, LINK Magazine	JOC(SW/AW) Morle		N131X	Head, Special Operations Officer Community Manager	CDR Morneau	882-3911
NPC Access	IVR and NPC Home Page Technical Support			N131I	Head, Intelligence Officer Community Manager	CAPT Saia	223-1227
				N131J	Head, JAG Corps Officer Community Manager	CAPT Molinengo	325-5185
	NPC Access Data Personal Account		1-800-346-0217	N131J1	Asst, JAG Corps Officer Community Manager	Dan Barnes	325-5458
	NPC Access Data Command Representative Acco	unt	1-800-762-8567	N131K	Head, CEC Officer Community Manager Assistant, CEC Officer Community Manager	CAPT(sel) Bosco	882-4032
	Interactive Voice Response (IVR)		1-800-951-NAVY	N131K1 N131L	Head, LDO/CWO OCM (E-mail: p211l@bupers.navy.mil)	LT Kliem CAPT Ruple	882-4034 223-2309
1023	NPC Home Page Technical Support	DP1 Bostic	882-3496	N131L1	Asst, LDO/CWO OCM (E-mail: p2111@bupers.navy.mil)	LT Bodoh	223-2310
D1 F	1-11 A dt			N131M	Head, Medical Officer Community Manager	CAPT Simpkins	223-2328
Personnel F	olicy Advisors			N131M2	Admin Assistant, Medical Officer Comm Manager		223-2324
N130F	Personnel Exchange Program (PEP) Advisor	LT Wright	224-5393	N131M3	Medical Service Corps/Dental Officer	LCDR Sawyer	223-2327
447	Acquisition Professional (AP) Coordinator	CAPT Kreutner	882-3837		Community Manager		
00W/N13WV		CAPT Long	225-9385	N131M4	Nurse Corps Officer Community Manager	CAPT Logeman	223-2326
N123J	Joint Policy Advisor	LCDR Grace	225-3616	N131N	Head, Submarine Officer Community Manager	CDR Marr	225-3734
45J	Director, Joint Officer Management	LCDR King	882-4217	N131N1	Asst, Submarine Officer Community Manager	LCDR Gillette	225-3885
45J1	JPME Phase II Quota Control	LCDR Greife	882-4218	N1310	Oceanography Officer Community Manager	CAPT Lawson	882-4109
N123C	TAD/Joint Operations Assignments Advisor	CDR Kroft	225-3748	N13101	Asst, Oceanography Officer Community Manager		882-4109
N123C1	TAD Assistant	PNC(AW) Drew	224-1012	N131P N131P1	Public Affairs Officer Community Manager Asst, Public Affairs Officer Community Manager	CDR Hume LCDR Wallach	882-4091 882-4025
61	Director, Professional Relationships Division	CDR Marmann	882-4271	N131F1 N131Q	Cryptology Officer Community Manager	CAPT Tucker	882-4079
612	Equal Opportunity/CMEO Advisor	LT Bailey	882-4281	N131Q N131R	Merchant Marine Officer Community Manager	CAPT McFadden	332-7128
613	Sexual Harassment/Fraternization Advisor	LT May	882-4283	N131S	Supply Corps Officer Community Manager	CAPT(SEL) Holland	
00J 00J1	Special Assistant for Minority Affairs Navy Affirmative Action Plans Advisor	CDR Evans LCDR Castillo	225-2897 224-2008	N131T	Acquisition Professional Community Manager	CAPT Briggs	332-2836
00J1 00J2	Minority Affairs Liaison Officer	LCDR Castillo	224-2008	N131V	Head, Aviation Officer Community Manager	CDR McKenzie	223-2306
00J3	Minority Affairs Liaison Officer	LT Chandler	225-2824	N131V1	Assistant, Aviation Officer Community Manager	LCDR Goodly	223-2307
662F	Exceptional Family Member Program	LCDR France	882-2510	N131W	Head, SWO Officer Community Manager	CDR Harriss	223-2305
Microfiche,	PSR/OSR, Selection Boards, Fitness Reports, Ol	DC Support		Officer Plan	ns Branch		
				N131C	Head, Officer Plans Branch	CDR Williams	223-2321
311	Customer Service		882-3313/3315/	N131C1	Strength Analyst	LCDR Belcher	223-2321
			3316	NIDICI			445-4544
	D 1 77 1	1 OD D 11		N131C2		Vacant	223-2320
311	Branch Head	LCDR Harper	882-3309	N131C2 N131C3	Strength Analyst	Vacant IT2 Arnold	223-2320 223-2323
311 311	FITREP/Eval Support, FITREP/Eval	LCDR Harper Doug Warf		N131C3	Strength Analyst Strength Analyst	IT2 Arnold	223-2323
311	FITREP/Eval Support, FITREP/Eval Selection Board Support	Doug Warf	882-3309 882-3313		Strength Analyst		
311 312G	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support	Doug Warf  Karen Stanton	882-3309 882-3313 882-3350	N131C3 N131D	Strength Analyst Strength Analyst Head, Accessions Plans	IT2 Arnold CDR Csuti	223-2323 223-2325 223-2313 223-2330
311	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR	Doug Warf	882-3309 882-3313 882-3350 882-3415	N131C3 N131D N131D1 N131F N131F1	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon	223-2323 223-2325 223-2313 223-2330 223-2329
311 312G	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support	Doug Warf  Karen Stanton	882-3309 882-3313 882-3350	N131C3 N131D N131D1 N131F	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox	223-2323 223-2325 223-2313 223-2330
311 312G 313D 32B	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering	Doug Warf  Karen Stanton Customer Service	882-3309 882-3313 882-3350 882-3415 882-2664	N131C3 N131D N131D1 N131F N131F1 N131F2	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon	223-2323 223-2325 223-2313 223-2330 223-2329
311 312G 313D 32B Inservice Pr	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  cocurement and Transfer Division	Doug Warf  Karen Stanton Customer Service  LCDR Cherry	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225	N131C3 N131D N131D1 N131F N131F1 N131F2 Professiona	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417
311 312G 313D 32B Inservice Pr	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Courement and Transfer Division Director	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225	N131C3 N131D N131D1 N131F1 N131F1 N131F2 Professiona	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417
311 312G 313D 32B Inservice Pr 81 81B	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  rocurement and Transfer Division  Director Deputy Director	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408	N131C3 N131D N131D1 N131F1 N131F1 N131F2 Professiona N131E N131E1	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933
311 312G 313D 32B Inservice Pr 81 81B 811	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170	N131C3 N131D N131D1 N131F1 N131F1 N131F2 Professiona	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417
311 312G 313D 32B Inservice Pi 81 81B 811 811	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth  LTJG Luttrell	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-4408 882-3170 882-2620	N131C3 N131D N131D1 N131F1 N131F1 N131F2 Professiona N131E N131E1	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933
311 312G 313D 32B Inservice Pr 81 81B 811 811 811	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  **Courement and Transfer Division**  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-4408 882-3170 882-2620 882-3208	N131C3 N131D N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E1	Strength Analyst Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman LCDR Julian Ms. Poindexter Ms. Wei	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242
311 312G 313D 32B Inservice Pi 81 81B 811 811	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194	N131C3 N131D1 N131D1 N131F1 N131F1 N131F2 <b>Professiona</b> N131E N131E1 N131E2	Strength Analyst Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman LCDR Julian Ms. Poindexter Ms. Wei	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  **Courement and Transfer Division**  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3194	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Sticer Distribution Division	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman LCDR Julian Ms. Poindexter Ms. Wei LT Knox	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194	N131C3 N131D1 N131D1 N131F1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Fileer Distribution Division  Director/CAPT Assignment	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927
311 312G 313D 32B Inservice Pi 81 81B 811 811 812 813 813B 813C	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197	N131C3 N131D1 N131D1 N131F1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Sticer Distribution Division  Director/CAPT Assignment Deputy Director	IT2 Arnold CDR Csuti LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813B 813C 815/255	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927
311 312G 313D 32B Inservice Pi 81 81B 811 811 812 813 813B 813C 815/255 Officer Prof	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  motions Division	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward  LCDR Christy	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3069	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813B 813C 815/255 Officer Prof	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch motions Division  Director	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3197 882-3069	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41N/424	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Development Head, Graduate Education/Subspecialty Fiteer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson	223-2323 223-2323 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813B 813C 815/255 Officer Prof	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  notions Division  Director Administrative Officer	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3225 882-3200 882-4408 882-3170 882-3208 882-3194 882-3195 882-3197 882-3069	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41A1 41A1 41A1	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assignment Administrative Assignment Head, CDR/LCDR Assignment	IT2 Arnold CDR Csuti LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813C 815/255 Officer Prof	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  Focurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  motions Division  Director Administrative Officer Officer Special Board Coordinator	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3197 882-3069 882-321 882-3221 882-3221 882-3252 882-4844	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E3 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  II Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Assistant, CDR Assignment Assistant, CDR Assignment	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3940 882-3900 882-3900
311 312G 313D 32B Inservice Pi 81 81B 811 811 812 813 813B 813C 815/255 Officer Prof	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  Occurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  motions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3197 882-3252 882-3252 882-3252	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41A1 41A1 41A1	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assignment Administrative Assignment Head, CDR/LCDR Assignment	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3920 882-3920 882-3900
311 312G 313D 32B Inservice Pr 81 81B 811 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  motions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3200 882-4408 882-3170 882-2620 882-3194 882-3195 882-3197 882-3197 882-3197 882-3252 882-4844 882-3252 882-4844 882-3253 882-4524	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Head Post-DH Assignment Post-DH Assignment Head, Junior Officer	IT2 Arnold CDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Barclift	223-2323 223-2323 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3900 882-3900 882-3888
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch motions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Director, Reserve Officer & Enlisted Promotions	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CW02 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-3208 882-3194 882-3194 882-3197 882-3069 882-3221 882-3252 882-4844 882-3253 882-4524 882-4524 882-4523	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E3 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A 411A 411B 411B 412 412A/B	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, CAPT Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Post-DH Assignment Post-DH Assignment Officer Head, Junior Officer Head, Junior Officer Assignment Sea/Shore Coordinator	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Barclift LCDR Tindal CDR Allen LCDR Cooper	223-2323 223-2325 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3940 882-3900 882-3900 882-3888 882-3888 882-38894
311 312G 313D 32B Inservice Pr 81 81B 811 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  motions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3200 882-4408 882-3170 882-2620 882-3194 882-3195 882-3197 882-3197 882-3197 882-3252 882-4844 882-3252 882-4844 882-3253 882-4524	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A 411B 411A 411B 412 412A 412A	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Fileer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Post-DH Assignment Post-DH Assignment Post-DH Assignment Post-DH Assignment Sea/Shore Coordinator Second Tour Department Head	IT2 Arnold CDR Csuti LCDR Henderson LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Barclift LCDR Tindal CDR Allen LCDR Cooper LCDR Stader	223-2323 223-2323 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3900 882-3894 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86 86	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support  **Courement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch  **motions Division**  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer & Enlisted Promotions	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3069 882-3221 882-3252 882-3252 882-3252 882-4524 882-4524 882-4523 882-4526	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41A1 41A1 41A1 41A1 41D,412 41O,411 41D,41B 411B 412 412A/B 412S 4128	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Development Head, Graduate Education/Subspecialty Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head, Assignment Head Post-DH Assignment Post-DH Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head First Tour Department Head	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Pardue CDR Pardue CDR Allen LCDR Cooper LCDR Stader LCDR Stader LCDR Stader LCDR Stader LCDR Washko	223-2323 223-2323 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3940 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86 86	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch motions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer & Enlisted Promotions Head, Reserve Officer & Enlisted Promotions Head, Reserve Officer	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3069 882-3221 882-3252 882-3252 882-3252 882-4524 882-4524 882-4523 882-4526	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E2 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A 411A 411B 412 412A/B 4128 4128 4128	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  II Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Post-DH Assignment Post-DH Assignment Post-DH Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head Second Tour Division Officer	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Barclift LCDR Tindal CDR Allen LCDR Cooper LCDR Stader LCDR Stader LCDR Stader LCDR Washko LT Defries	223-2323 223-2323 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3900 882-3894 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86 86	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Occurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch Inotions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer Promotions & Appointments	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3069 882-3221 882-3252 882-3252 882-3252 882-4524 882-4524 882-4523 882-4526	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E3 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A 411A 411B 412 412A/B 412S 4128 4121 4120	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Post-DH Assignment Post-DH Assignment Officer Head, Junior Officer Assignment Sea/Shore Coordinator Second Tour Division Officer	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Barclift LCDR Tindal CDR Allen LCDR Cooper LCDR Stader LCDR Washko LT Defries LT Steele	223-2323 223-2323 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3940 882-3888 882-3888 882-3888 882-3884 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 81B 811 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86B 861	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Cocurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch motions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer Promotions & Appointments	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward  LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor CDR Price	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-2620 882-3194 882-3195 882-3197 882-3197 882-3195 882-3197 882-3252 882-4844 882-3253 882-4524 882-4528	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E2 N131E3 Surface Off 41 41B 41A 41A1 41A1 41A1 41A1 41A1 41A	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Deweloper Head, Graduate Education/Subspecialty  Fiteer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Post-DH Assignment Post-DH Assignment Post-DH Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head Second Tour Division Officer Initial Assignment	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Barclift LCDR Tindal CDR Allen LCDR Cooper LCDR Stader LCDR Washko LT Defries LT Steele LT Phillips	223-2323 223-2323 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3940 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 8138 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86B 861 Retirements	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Occurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch Interctor Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer & Enlisted Promotions Head, Reserve Officer Promotions & Appointments  5 Division  Director	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CW02 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor CDR Price  CDR Connery	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3225 882-3225 882-3200 882-4408 882-3170 882-2620 882-3208 882-3194 882-3195 882-3197 882-3069 882-3252 882-4844 882-3253 882-4524 882-4528 882-4528 882-4528	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41A1 41A1 41O,11 41OA 411B 412 412A/B 4128 4128 4121 4120 4121	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Development Head, Graduate Education/Subspecialty Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head, Junior Officer Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head Second Tour Division Officer Second Tour Division Officer Initial Assignment Surface Nuclear Assignment	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Pardue CDR Pardue LCDR Coper LCDR Stader LCDR Coper LCDR Stader LCDR Washko LT Defries LT Steele LT Phillips LCDR Carter	223-2323 223-2325 223-2313 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3940 882-3900 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 818 811 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86B 861 Retirements	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Occurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch Inotions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer Promotions & Appointments  S Division  Director Director Director Director Director	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor CDR Price  CDR Connery Mr. Lewis	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-3200 882-4408 882-3170 882-2620 882-3195 882-3195 882-3197 882-3069 882-3221 882-3252 882-3252 882-4524 882-4524 882-4524 882-4528 882-4528	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E3 N131E3 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A 411A 411B 412 412A/B 412S 4128 4128 4121 4120 4121	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Deweloper Head, Graduate Education/Subspecialty  Fiteer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Post-DH Assignment Post-DH Assignment Post-DH Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head Second Tour Division Officer Initial Assignment	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Barclift LCDR Tindal CDR Allen LCDR Cooper LCDR Stader LCDR Cooper LCDR Stader LCDR Stader LCDR Cooper LCDR Stader LCDR COOPER LCDR COOPER LCDR CATER LCDR Carter CDR Parrott	223-2323 223-2323 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3940 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894
311 312G 313D 32B Inservice Pr 81 81B 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86B 861 Retirements	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Occurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch notions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Staff Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Office & Enlisted Promotions Head, Reserve Officer Promotions & Appointments  5 Division  Director Deputy Director Head, LIMDU/Disability Retirement	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward  LCDR Christy  CDR Walters CW02 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor CDR Price  CDR Connery Mr. Lewis LT Gaston	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3200 882-4408 882-3170 882-2620 882-3194 882-3195 882-3197 882-3197 882-3252 882-3252 882-3252 882-4524 882-4523 882-4524 882-4525 882-4526 882-4528	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41A1 41A1 41O,11 41OA 411B 412 412A/B 4128 4128 4121 4120 4121	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  II Development Branch Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, CAPT Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head Post-DH Assignment Post-DH Assignment Post-DH Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head First Tour Department Head Second Tour Division Officer Initial Assignment Surface Nuclear Assignment Surface Ship Placement Branch Head	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei LT Knox  CAPT Conway CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Pardue CDR Pardue LCDR Coper LCDR Stader LCDR Coper LCDR Stader LCDR Washko LT Defries LT Steele LT Phillips LCDR Carter	223-2323 223-2325 223-2313 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3940 882-3940 882-3894
311 312G 313D 32B Inservice Pr 81 818 811 811 811 812 813 813B 813C 815/255 Officer Prof 85 85A 85C 85L 85M 86 86B 861 Retirements	FITREP/Eval Support, FITREP/Eval Selection Board Support Officer Data Card (ODC) Support Microfiche & PSR/OSR Fax Ordering Selection Board Support Occurement and Transfer Division  Director Deputy Director Head, Inservice Procurement/Transfer Branch Fax Head, Officer Recall Head, Officer Separations Officer Involuntary Separations Resignations/Release from Active Duty Head, Enlistment/Reenlistment Branch Inotions Division  Director Administrative Officer Officer Special Board Coordinator Line Selection Board Liaison Director, Reserve Officer & Enlisted Promotions Deputy Director, Reserve Officer Promotions & Appointments  S Division  Director Director Director Director Director	Doug Warf  Karen Stanton Customer Service  LCDR Cherry  LCDR Barclift Mr. Booth LTJG Luttrell  LT Kramer LT Chamberlin YN1 Carrasquillo Mrs. Ward LCDR Christy  CDR Walters CWO2 Johnson LT Malloy LCDR Tornes LT Brown CDR Martin CDR Saylor CDR Price  CDR Connery Mr. Lewis	882-3309 882-3313 882-3350 882-3415 882-2664 882-3225 882-3220 882-3200 882-4408 882-3170 882-2620 882-3195 882-3195 882-3197 882-3069 882-3221 882-3252 882-3252 882-4524 882-4524 882-4524 882-4528 882-4528	N131C3 N131D1 N131D1 N131F1 N131F2 Professiona N131E N131E1 N131E2 N131E3 Surface Off 41 41B 41A 41A1 41N/424 410/11 410A 411B 412 412A/B 4128 4128 4121 4120 4121 4120 4121 4134	Strength Analyst Strength Analyst Head, Accessions Plans Assistant, Accessions Plans Head, Promotions Assistant Head, Promotions Promotion Program Liaison  Il Development Branch  Head, Professional Development Graduate Education/Subspecialty Analyst Graduate Education Analyst/Web Administrator and Developer Head, Graduate Education/Subspecialty  Ficer Distribution Division  Director/CAPT Assignment Deputy Director Assistant, CAPT Assignment Administrative Assistant Assistant, Nuclear Assignment Head, CDR/LCDR Assignment Head, CDR/LCDR Assignment Head, Junior Officer Assignment Sea/Shore Coordinator Second Tour Department Head First Tour Department Head Second Tour Division Officer Second Tour Division Officer Initial Assignment Surface Ship Placement Branch Head LANT CRUDES Ship and Staffs	IT2 Arnold CDR Csuti LCDR Csuti LCDR Henderson LCDR Cox LCDR McMahon Ric Chapman  LCDR Julian Ms. Poindexter Ms. Wei  LT Knox  CAPT Conway CDR Skardon CDR Skardon CDR Steindl LT Austin CDR Jackson CDR Balmert CDR Pardue CDR Balmert LCDR Tindal CDR Allen LCDR Cooper LCDR Stader LCDR Washko LT Defries LT Defries LT Steele LT Phillips LCDR Carter CDR Carter CDR CDR Carter CDR CDR CDR CDR CDR CARTER CDR PARTOTT CDR PAR	223-2323 223-2323 223-2313 223-2330 223-2329 225-6417 225-6408 224-4933 224-4242 225-6409 882-3927 882-3927 882-3927 882-3927 882-3927 882-3927 882-3940 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3894 882-3897 882-3897 882-3917

Officer Community Management (OCM) and Career Planning Division

413F	Amphibious Ships and Staffs	LCDR Fuller	882-3923	444D	Military Staff Tech	Ms. Young	882-4060
414	Head, Surface LDO/CWO Assignment/Admin	CDR Underwood	882-3885	444E	Material Placement-Surface	LCDR Hale	882-4101
414B	Ord/Op Tech/Deck	LCDR Soucie	882-3906	444F	Material Placement-Aviation	LCDR Hannon	882-4061
414C	Engineering Elex/Communications/ADP	LT Hoard	882-3887	445 445B	Head, Engineering Duty Assignment	CAPT Edwards	882-4090 882-3994
414D 415	Head, Special Warfare Assignment/Placement	LT Higgins LCDR Nelson	882-3907 882-3911	445B 446	Assistant, EDO Detailer Head, AED/AMD Assignment	CDR Atkinson CDR Loyer	757-8483
416		CDR Morneau	882-3911	446B	Assistant Head, AED 151X	CDR Smith	882-4108
				446C	Assistant Head, AMD 152X	CDR Code	882-4108
Submarine/N	uclear Power Officer Distribution Division			446	AEDO Career Manager	LCDR Pugh	757-8480
42	Director/CAPT Assignment	CAPT Holland	882-3930	447	AMDO Career Manager Acquisition Professional (AP) Cooordinator	LCDR Shanahan CAPT Kreutner	757-8481 882-3837
42B	Deputy Director/CO Detailer	CAPT Manaskie	882-3929	448	Head, Public Affairs Assignment/OCM	CDR Hume	882-4023
421	Head, Submarine/Nuclear Power Assignment	CDR Olson	882-3944	448B	Assistant PAO Assignment/OCM	LCDR Wallach	882-4025
421A	Post Department Head Shore Detailer	LCDR Haebler	882-3931	449	Head, METOC Assignment	CAPT Lawson	882-4109
421B 421C	Department Head Detailer Junior Officer Shore Detailer	LCDR Holland LT Svensson	882-3932 882-3943	449B 4410	Assistant, METOC Assignment Head, Cryptology Assignment	LCDR Stewart CAPT Tucker	882-4110 882-4079
421D	Junior Officer Sea Detailer/NOIP Coordinator	LT Sowa	882-3933	4410B	Assistant Head, Cryptology Assignment	LCDR Kob	882-4079
421E	Accessions/Resignations	LT Huey	882-3934	4410C	LDO/CWO/New Accessions	LT Icenogle	882-4079
422		CDR Falardeau	882-3935	4411	Head, Intelligence Assignment	CAPT Vaughn	882-3993
422A 423	LDO/CWO Detailer Staff Placement	LCDR Cole	882-3945 882-3937	4411A	Junior Officer Detailer Assiatant for Community Management	LCDR Rupp LCDR Ashcraft	882-3993 882-3993
424/41N	Head, Surface Nuclear Power Distribution	LCDR Stockdale CDR Jackson	882-3940	4411B 4411C	Assistant for TAR/Attache' Placement	CDR Wood	882-3993
424B	Assistant, Surface Nuclear Power Distribution	LCDR Carter	225-4192	44120		CAPT Maas	882-4611
				4412	Director, Detailing Division/ CDR Shore/ Sea	CAPT Ruff	882-4607
Aviation Offi	cer Distribution Division			4412A	Special Assistant	LCDR Colyer	882-4608
	Aviation CAPT Assignment Branch	Assistance	882-3974	4412B 4412C	Head, Shore Detailing Branch Head, Sea/Overseas Detailing Branch	LCDR Case CDR Carter	882-4601 882-4614
	Aviation CDR Assignment Branch	Assistance	882-3975	4412E	Director, Reserve Division	CAPT Carlson	882-4619
	Aviation LCDR/Junior Officer Assignment Branch		882-3947	4412F	LT/LTJG Sea/Overseas Detailer	LCDR Hinson	882-4627
	Air Combat Placement Branch	Assistance	882-3987	4412G	ENS Sea/Overseas Detailer	LT Escoe	882-4616
43 43B	Director/CAPT Assignment	CAPT Benson	882-3974	4412I	LT/LTJG Shore Detailer	LCDR Lavigna	882-4612 882-4613
43A	Deputy Director Assistant, CAPT Assignment	CDR Ricker CDR Doyle	882-3955 882-3976	4412J 4412Q	LDO/CWO Detailer Head, Career Development and Training	LCDR Gill LCDR(Sel) Bichard	
431	Assistant, CDR Assignment	CDR Lynch	882-3963	4412QA	Assistant, Career Development and Training	Ms. Robinson-Belle	
431A	Assistant, CDR Assignment	CDR Keller	882-3957	4412R	Special Assistant, Detailing Division	LCDR Bestercy	882-4609
431B	Head, CDR Assignment	CDR Dobson	882-3972	4412X	Head, NAVSUP/DLA Placement Branch	LCDR(Sel)Valentine	
432 432D/T	Head, LCDR/Junior Officer Assignment Helicopter (Asst Shore)/ACP/ACIP/RAD	CDR Laukaitis LT Crozier	882-3973 882-3969	4412XB 4412Y	NPC Liaison/Admin Officer Administrative/Placement Assistant	IT1 Sanders SH1 Price	882-2936 882-4625
432E	VAW/VRC/Warfare Transition	LCDR Jackson	882-3965	4413	Head, CEC Assignment	CAPT(Sel) Bosco	882-3997
432F	VFA	LCDR Lefere	882-3966	4413A	Assistant, CEC Assignment (LCDR)	CDR Wirsching	882-4030
432G	VF	LT Phipps	882-3986	4413B	Billets/NAVFAC Placement	LCDR Oby	882-4032
432H 432I	Helicopter (Sea) VP (Shore)	LCDR Laubengayer LT Dorrans	882-3950 882-3951	4413C 4413D	CEC LTJG/ENS Detailer CEC Plans and Inputs	LT Roys LT Kliem	882-4033 882-4034
432J	Education	LT Barnett	882-3985	4413E	LT/LDO/CWO Postgraduate Detailer	LCDR Newton	882-4035
432K	VAM/VAQ	LCDR McKeon	882-3967	4413S	Military Staffing Tech	Mr. D. Potter	882-4031
432L	Head, Aviation LDO/CWO Assignment	CDR LaMont	882-3968	4414	Head, Chaplain Assignment Branch	CAPT Carter	882-4092
432M 432N/Z	Assistant, Aviation LDO/CWO Assignment Pilot/NFO Initial Assignment/General Aviation	LCDR Hancock LCDR Gordon	882-3948 882-3954	4414A 4415	Assistant, Chaplain Assignment Branch Head, Medical Department Officer Distribution	CDR McGeory CAPT Lockhart	882-3995 882-4097
432N/Z 432P	VP (Sea)	LCDR Gordon	882-3952	4415A	Asst Branch Head,	CDR MacDonald	882-4053
432U	VQ/Sea/Shore	CDR Taylor	882-3942		Medical Department Assignment		
432Q	Helicopter (Shore)	LCDR Lineberry	882-3970	4415B	Head, Medical/Dental Placement	CDR Allred	882-4095
432S	VS/Force Support	LCDR Tanks	882-3953	4415C	HQ/ HSL/ CRUITCOM Placement	Vacant	882-4464
432U 433A	VQ VFA	LCDR Taylor LCDR Batchelder	882-3949 882-3987	4415D 4415F	Overseas Ops and USMC Placement East Coast (except DC)/Overseas	LT Young LCDR Parrish	882-4112 882-4114
433B	VF/CVW West	LCDR Kelley	882-3987	4415G	Senior Dental Corps Assignment	CAPT Seder	882-4043
433A	VFA/VX-9/LSO School Placement	LCDR Yager	882-3959	4415H	Junior Dental Corps Assignment	CDR Darreira	882-4118
433B	VF/CVW West/VFA-122 Placement	LCDR Koehler	882-3979	4415I	Senior MSC HCA Assignments (O4 and above)	CAPT Fletcher	882-4052
433C 433D	VAW/VRC/VQ/VC-8/CVW East Palcement VP/TSC/VXE-6	LCDR Caraveo LCDR Krotow	882-3960 882-3989	4414I/A 4415J	Junior MSC HCA Assignments (O3 and below) Head, MSC/SCI Assignment	LCDR Swap CAPT(Sel) Past	882-4052 882-4051
433E	Flight Student Placement	LT Morau	882-3987	4415JX	MSC Assignment/Op Sciences		
433F	VAM/VAQ	LCDR Meier	882-3961	4415K	Head, Nurse Corps Assignment	CAPT Workman	882-4038
433G	CV/CVN	LCDR Cooledge	882-3987	4415L	Nurse Corps West Coast Assignment/Asia	CDR(Sel) Vernere	882-4042
433H 433I	VS/VT/NAPPI HSL/HS Placement	LCDR Pettit LCDR Karnes	882-3980 882-3987	4415M 4415N	Head, MC/Surgical Specialty Assignment Medicine Specialties Assignment	CAPT Hinkson CDR Norcross	882-4121 882-4121
433J	HC/HM/TYCOMS/FASO/TACRONS Placement	LCDR Cashman	882-3987	4415N 4415P	GME Assignment	LT Jefcoat	882-4048
	, , , ,			4415R	FS/UMO/Prev Med/Occ Health/RSH	LCDR Keener	882-4119
Restricted Li	ne/Staff Corps Officer Distribution and Special l	Placement		4415S	Nurse Corps East Coast Assignment	CDR Buda	882-4041
44	Director	CAPT Ross	882-4055	4415T	West Coast	HMC Allen	882-4112
44 44A	Flag Aide Placement	Mr. Jackson	882-4055 882-4071	4415U 4415V	GMO Assignment LCDR Nurse Corps Assignment/OR Nurses	LCDR Petrilak CDR Sebbio	882-4119 882-4039
44B	Deputy Director	CDR Konczey	882-4072	4416	Head, JAG Corps Assignment/Senior Officer	CDR Argall	882-4081
440	Head, Professional Education/Subspecialties	CDR Batchelder	882-3999	4416B	Assistant Head/LCDR Assignment	LCDR Foster	882-4082
440B	Graduate Education Placement/NPS	LT Batts	882-4056 882-4100	4416C	LT/LDO Assignment	LCDR Tideswell	882-4083
440C 440E	Service College Placement Subspecialty Management	LT Garcia Ms. Womack	882-4100 882-4057	4416E 4417	Accessions/Recruiting Head, TAR Assignment	LCDR Kiamos CAPT Werner	882-4084 882-4063
441	Hd, Washington Placement(OPNAV)	CAPT(Sel) Niner	882-4104	4417B	Surface TAR Officer Assignment	CAPT Menio	882-4063
441A	JCS, JBC, JTAMDO Placement	LT Vosler	882-4074	4417C	Aviation TAR Officer Assignment	CDR Cline	882-4064
441B	Asst, Washington Placement/OSD	CDR Buckley	882-4105	4417D	Surface TAR Officer Placement	CDR Snyder	882-4062
442 442B	Head, Major Staffs Placement Assistant Head, Korea/Japan/MIS	CDR Brugal LCDR Noe	882-4069 882-4066	4417F 4417G	Admin Supervisor AMDO TAR Officer Assignment	YNC Moreno LCDR Moody	882-4063 882-4076
442C	FAO/PEP/FMS	LT Digiovanni	882-4065	4417G 4417I	Fleet Support TAR Officer Assignment	LCDR Moody LCDR Isgrig	882-4062
444	Head, Education and Training Staff	LCDR Stewart	882-4040	4419	Head, Fleet Support Assignment	CAPT Koch	882-4054
444B	NAS/CNRC/MEPS	CDR Batchelder	882-3999	4419A	Assistant Branch Head, Fleet Support Assignment		882-4054
444C	Great Lakes/PSD/NAPS/NAMTG/Training	Mr. Hendrieth	882-4058	4419B	LT Detailer	LT Williams	882-4054

### BUPERS ACCESS On the Web (http://www.bupersaccess.navy.mil)

BUPERS Access is on the Internet! The new system is in place, providing enhanced features along with friendlier display screens. Active, reserve, TAR and DON personnel are able to access key information from around the globe, around the clock. The old BUPERS Access Bulletin Board system was nearly 10 years old and was non-Y2K compliant. To ensure the accuracy of data in the new millennium, the PERS-455E team put their backs into a revitalization project to refurbish and greatly enhance this old, tired system.

#### **BUPERS Access Internet functions include:**

- Advancements E4-E6 advancement results will be available throughout the year with weekly updates; E7 and above selection board results will be provided for via links to other Web Sites. We are working hard to provide weekly updated information for the selection boards in the near future.
- **Order Status** Command representatives will be able to see who is detaching and who is under orders to the command. Individual users will know when orders have been written and the Date Time Group (DTG) of their message.
- SRB View the status of your SRB entitlement.
- **Application Status** View the status of your request to retire, resign, extend and several other requests submitted to BUPERS for approval.
- **Duty Preference** Enter your duty preference data on-line with the security of knowing the information receives the same protection as used by credit card companies. Updates entered Sunday-Thursday will be available to your detailer 48 hours later.
- **Other Links** Will link you to a vast collection of the Navy's most informative Internet Sites, providing vital information and assistance across the spectrum of your daily needs.

#### In the future we plan to add or enhance as follows:

- **Swap** A database system that allows personnel to locate and store information for Sailors who want to swap duty with others at no cost to the Navy.
- **Order Text** Researching the possibility in reducing paper orders text by storing text on the BUPERS Access Web Site applicable to your specific UIC. When you log in and check your orders, we provide the UIC-driven text of your orders to you. You can view, or even print, the information and it will be fresh off the press.
- **Duty Preference** To enhance the duty preference system, we are looking into capabilities in storing your latest duty preference submission, enabling you to modify your previous submission rather than start over.
- **Surveys** Ever want someone to ask you your opinion on a policy or idea and feel they were listening? This will be the arena to publish some great surveys, protect your privacy and make sure the time you took filling out a survey was well spent. The information will go directly to the E-mail of

the originator, or to a collective database to form statistics essential to the next big decision in your career.

Command representatives (CO, XO, CMC, and CCC) will have access to officer and enlisted data for ALL personnel in their UIC(s). The new example request form for requesting command representative access is available for download from the BUPERS Access Web Site. Click on either of the BUPERS Access Instructions buttons to view/print the request form. The old request form will no longer be accepted. The new request form requires additional point-of-contact information that must be filled out completely, or access will not be provided.

Individual users (Active/TAR) should already be in the BUPERS Access database. You will be required to logon using your SSN (ID) and your date of birth (password). Make sure you fill out all requested information and change your password!

If you should encounter problems while on the BUPERS Access Web Site, call the PERSNET Help Desk at DSN 882-4717, Comm (901) 874-4717, or E-mail them at **HelpDesk@persnet.navy.mil**. For comments on our service and/or Web Site, please E-mail one of the addresses provided below or click on the "Send Us Feedback" link on the BUPERS Access Home Page, and fill in the spaces on the provided form.

#### E-Team members:

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DSN 882-4139, Comm (901) 874-4139 □

#### Military Tropical Medicine

The Military Tropical Medicine (MTM) course is a six-week course (July 3 - August 12, 2000) consisting of lectures, laboratories and a field exercise. The course accommodates 80 medical officers (30 Army, 30 Navy and 20 Air Force), is administered by the Naval School of Health Sciences Bethesda, and is conducted at the Uniformed Services University in Bethesda, Md.

The didactic and laboratory portion of the course is four weeks long and is scheduled for July 3-28, 2000. The lectures are often from world renowned experts in their field and cover a broad range of topics in infectious diseases and tropical medicine. The laboratories are equally comprehensive and include practical experience in visualizing various parasites, bacteria and arthropods of medical importance. The field missions will be conducted in South

America from July 29 – August 12, 2000. The deadline for receipt of Navy applications is April 10, 2000.

Questions about the course or application process should be directed to LCDR deKeratry or LCDR Richards at: DSN 295-9779/9780, Comm (301) 295-9779/9780.

E-mail: ddekeratry@nsh10.med.navy.mil arichards@nsh10.med.navy.mil

#### Officer Recruiters Needed

If you have an undying love for the Navy, enjoy meeting new people and are transferring within the year, you should be an Officer Recruiter. The Navy Recruiting Command is seeking highly motivated individuals to recruit superior officers for the new millennium. Navy Recruiting District (NRD) Nashville is listed in our district spotlight below. We need volunteers for this location and others immediately. If you want to know more about these locations or other district vacancies, contact LT Mary Lou Thompson, Head Manpower Plans at CNRC: DSN 882-9127, Comm (901) 874-9127, E-mail at **thompsonm@enrc.navy.mil**.

District Spotlight: NRD Nashville. NRD Nashville has several Officer Recruiter billets open for immediate fill in Nashville and Knoxville, Tenn, and Louisville, Ky. Officer recruiters visit college campuses and professional schools, make presentations and attend career fairs to recruit for a variety of officer communities. The work is challenging, yet highly rewarding when you see your applicant's excitement over being given the chance to pursue his life-long dream. You also know that you are making a direct impact on the operational readiness of the fleet! These are great cities with unlimited entertainment and cultural opportunities, from professional sports and music in Nashville, the Kentucky Derby and rolling hills in Kentucky, to the breathtaking outdoors of the Smokey Mountains and national champion UT Volunteers in Knoxville, NORS Louisville and Knoxville are satellites of the Nashville Recruiting District. To become a part of Team Nashville and hear more about the benefits of joining the Nashville Recruiting Team in Nashville, Knoxville or Louisville, contact LT Roni Johnson, Officer Programs Officer, at (615) 332-0755 or (800) 334-4394, or E-mail at opo\_nash@cnrc.navy.mil. You can also contact LT Greg Fisher in Louisville at (800) 992-6289, or E-mail at or9\_nash@cnrc.navy.mil.

#### NJROTC Instructors Needed

If you're planning on retiring from the Navy soon and might be interested in teaching as a follow-on career, the Navy Junior Reserve Officers Training Corps (NJROTC) Program might be for you. This fiscal year, the NJROTC program will expand from 435 to 490 high schools, with plans to add 210 more units during fiscal years 01 through 05. This expansion will necessitate the hiring of over 550 additional instructors into the program to fill these new positions.

The current NJROTC program encompasses approximately 64,000 cadets and 961 instructors, and is made up of units in 43 states, the District of Columbia, Italy, Japan and Guam. It is designed to promote patriotism, citizenship, self-discipline and leadership skills in high school students. The program includes a Naval Science curriculum with subjects like naval history, oceanography, navigation, naval operations and leadership. Additional activities include community service, orientation trips to military bases, sea cruises, athletic, academic and drill events.

Instructors in this program are retired Navy, Marine Corps and Coast Guard officers and senior enlisted (E6 to E9), who have served a minimum of 20 years active duty, or have retired under the Temporary Early Retirement Authority (TERA). Instructors must not have been out of the service more than six years. A high school diploma is required, and a bachelor's degree or higher in any major is desirable, but not necessary. Instructors do not need to possess a teacher's certificate.

Instructors are hired as high school teachers, wear their uniforms, maintain current weight requirements and receive a salary at least equal to the difference between their retired pay and active duty pay and allowances. For example, if an O4 made \$65,000 in pay and allowances their final year on active duty, and now earns retirement pay of \$30,000 per year, the school would pay the retired Sailor a minimum salary of an additional \$35,000 per year. Many instructors, however, are paid considerably higher salaries. The salary from the school does not offset or affect retired pay in any way.

More information on this program can be found at **http://www.cnet.navy.mil**. Type NJROTC in the search window. Additional information can be obtained from Ms. Cheryl Ward at (850) 452-4947, extension 334.

#### Navy Personnel Research Studies and Technology Needs Officers

The Navy Personnel Research, Studies and Technology (NPRST) Department (PERS-1), located on the NPC campus at the Naval Support Activity Mid-South (NSA) in Millington, Tennessee, is the Navy's primary human resources research activity. It conducts applied research and development to solve a wide range of military personnel challenges, from recruiting to planning and policy analysis, to personnel distribution and assignment. NPRST is a behind-the-scenes enabler for improving Navy recruiting, retention and fleet

manning. Fleet and headquarters customers alike turn to NPRST to develop innovative science and technology solutions, improve personnel business processes and to help provide a better quality of life for all Sailors. Recently, NPRST developed SAILOR 21, a comprehensive vision of 21st century Navy human resource management.

To support its research mission, NPRST is seeking two officers (O3/O4) with either an MPT subspecialty (P-code 33) or an Operations Analyst subspecialty (P-code 42). If you have either of these subspecialties and would like more information, please contact Murray Rowe, Director NPRST, at DSN 882-4633, Comm (901) 874-4633 or E-mail at murray.rowe@persnet.navy.mil.

#### Exceptional Family Member Program

The Exceptional Family Member Program (EFMP), described in OPNAVINST 1754.2A, is a mandatory program that enrolls authorized family members with long term medical, psychological or educational needs. Service members are required to enroll their family members as soon as special needs are identified.

Every family member must have a complete medical and dental examination and be screened for exceptional needs before the active duty member is assigned to remote CONUS areas or OCONUS. The duty assignment is then matched with the resources that are available to meet the needs of the exceptional family. Not every location has the same resources. Screening is also conducted for those attached to commands that are experiencing a homeport change, a decommissioning or a base closure.

After negotiating orders to an overseas location, call your Medical Treatment Facility (MTF) and talk to an Overseas Screening and/or an Exceptional Family Member Coordinator to arrange your family's screening, and obtain information on medical resources overseas. Remember that overseas screening is a separate program from the EFMP, and all medical diagnosis should be sent to the gaining command for proper screening. Overseas screening must continue even if EFM enrollment is warranted.

The service member must make sure that the proper documents are available to the screening coordinator when the member reports for medical screening. The service member must bring a copy of their orders. By providing all pertinent information concerning the health of family members, the potential for being returned early from overseas is decreased. Arrange screening early to allow time to make other arrangements with your detailer in case your family members don't screen.

Chapter 4 of the Enlisted/Officer Transfer Manual (EFM/OTM); MILPERSMAN; OPNAVINST 1740.4 (Single sponsor/

Military couple with Dependent(s) Care Policy) OPNAVINST 1754.2, (EFM Program) and OPNAV INST 1300.15 (Suitability Screening for Overseas and Remote Duty Assignment) are good references to review prior to planning your overseas tour.

Marcia Hagood, PERS-662F3

### NOPF Dam Neck Operations Watch Officer (INTEL/CWO-LDO) Billets

Experience the excitement of being an Operations Watch Officer (OWO) at Naval Ocean Processing Facility (NOPF), Dam Neck, Virginia. This billet combines the unique experience of Undersea Warfare (USW) operations with all the benefits of shore duty.

NOPF Dam Neck is a vital part of the Navy's Integrated Undersea Surveillance System (IUSS). This facility directs all IUSS (Sound Surveillance System [SOSUS] and Surveillance Towed Array Sensor System [SURTASS]) operations in the Atlantic Ocean, Norwegian Sea and Mediterranean Sea, employing fixed sensors and mobile SURTASS ships to detect hostile submarines. Prosecuting threat contacts, patrolling known submarine transit routes and supporting Atlantic Fleet exercises is a standard day's work for this premier USW facility.

NOPF Dam Neck OWO is an integral part of real-world submarine prosecutions, leading a team of 12-20 experienced acoustic analysts as the first line of defense against the submarine threat. The OWO exercises direct tactical control of Atlantic IUSS assets, and represents Commander, Undersea Surveillance (CUS) for worldwide surveillance in support of Force and Fleet Commanders.

You will receive unique training in acoustics, oceanography, C4I, USW asset management and tactics. After completing all the training requirements, you will earn watch officer qualification and the IUSS Specialty pin. As a division officer, you will develop leadership skills by managing a group of highly trained sonar analysts (E3-E7) from diverse STG, STS and AW ratings.

After standing six productive, 8-hour watches, you will have a 96-hour "weekend" to enjoy the oceanfront access at Fleet Combat Training Center, Dam Neck. Also, if the numerous cultural events of nearby Norfolk do not keep you busy, the resort facilities of Virginia Beach are only minutes away. As a Watch Officer at NOPF Dam Neck, you'll garner inimitable operational experience and challenges, rare for shore duty on one of the most beautiful bases in Virginia. For additional information, contact your detailer or NOPF Dam Neck Operations Officer at mgriffin@nopf.navy.mil

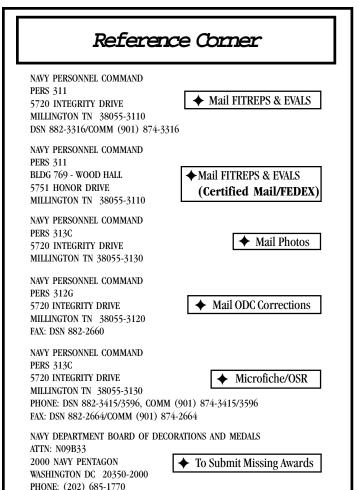
### FINANCIAL MANAGEMENT COMMUNITY NEWS

The Financial Management (FM) community ensures the Navy's critical financial resources are properly managed while maintaining an operational perspective. The 1200-plus FM officers, in ranks from ENS to VADM, come from Unrestricted Line, Restricted Line, and Staff communities, and develop and maintain their operational expertise within their regular communities. Currently, officers with the FM subspecialty serve in operational billets ranging from division officer to Battle Group Commander.

While outside their operational area of expertise, FMs are the Navy's principal resource managers, involved in the planning, programming, and budgeting process on the OPNAV, SECNAV, and Joint staffs, and direct the optimal employment of the Navy's approximately \$90 billion annual obligation authority. Additionally, financial managers in the field are responsible for planning and executing multibillion dollar budgets as comptrollers and resource directors.

Officers normally enter the FM community by completing an eighteen-month curriculum at the Naval Postgraduate School. Twenty to 25 officers complete the accredited NPS curriculum annually, earning a Master's of Science degree in Management. You can also earn the FM subspecialty by completing an accredited master's degree program that meets the FM subspecialty requirements.

For more information about the Financial Management community, visit the FM Web Site at http://navweb.secnav.navy.mil/fmis/. The Web Site provides information for current and potential financial managers on subjects ranging from FM career management, downstream billets, and educational opportunities. Alternatively, contact



LCDR Chris Rhoden at 703-697-0993, E-mail: **rhoden.christopher@hq.navy.mil** or LCDR Dave Borah at 703-695-7412, E-mail: **borah.david@hq.navy.mil** in the Navy Budget Office.



### Officers' Call

#### TAD Positions for Joint/UN/NATO Contingency Ops

Opportunities exist to contribute to real world operations. N123C coordinates TAD support for Joint Task Forces, United Nations Operations and NATO Operations. Currently, Naval officers support DELIBERATE FORGE, SOUTHERN WATCH, JOINT FORGE, the United Nations Mission for the Referendum in Western Sahara, United States Support Group Haiti, and other contingencies around the world.

Particular skills sought include: TACAIR aviators, aviation strike planners, aviation strike planners, EP-3 mission planners, H-60 CSAR coordinators, Intelligence Officers, Public Affairs Officers, Supply Corps Officers, Communications Officers, Submarine Officers, CEC Officers and officers with foreign language skills. Paygrade requirements range from LTJG to CAPT and are assignment dependent.

TAD assignments are generally from 96 to 179 days and require your Commanding Officer's approval. Your parent command incurs no costs to support these assignments. Tax-free income, special pays and personal recognition

often accompany these challenging assignments. New assignments become available frequently and are ideally assigned 120 days or more prior to the report date. Assignments may be completed on TAD orders from your parent command, or with advance coordination as an interim stop on PCS orders. Future opportunities are listed below.

To inquire about an assignment, contact CDR John Kroft at DSN 225-3748. Comm

(703) 695-3748, Fax at DSN 224-2609, Comm (703) 614-2609, E-mail at **n123c@bupers.navy.mil**. You may also contact PNC(AW) Drew at DSN 224-1012, Comm (703) 614-1012, E-mail at **n123c1@bupers.navy.mil**.

Check out our Web Site for additional TAD opportunities. Head to http://www.bupers.navy.mil/jtad/jtad.html. You can review the listing of billets currently available and/or apply for a billet online.

#### TAD Opportunities for Joint/UN/NATO Contingency Ops

Billet Title	Line#	Requirements	Location	Report
Warning Analysis	TISTV-003	03/163X, TS/SCI	Vicenza	January 01
CPC OIC	JF CPCK 001	O4	Naples	October 00
Physical Security Off	SW LO1B/004	O3/SS6490	Riyadh	May 00
DCOD J-2	SW133	O6/163X	Riyadh	August 00
Targets Officer	SW220	O3/CV/163X	Riyadh	October 00
C4I Link	SW238	O3/Link/111X	Riyadh	October 00
TLAM Planner	SW250	O3/TLAM Exp.	Riyadh	October 00
AEW Plan	SW310	O5/TACAIR, 13X0	Riyadh	May 00
Long Range Planner	SW317	O4/VF, 13X0, Planner	Riyadh	April 00
NAVATO Plan	SW375	O4/Stk Planner	Riyadh	April 00
DEP LOG Director	SW509	O4/310X	Riyadh	September 00
SIGINT MSR MGR	CTF-FA 1757	O3/644X,CWO3 744X	Sarajevo	August 00
P3 Imagery	JF N013-39	O3/13XX, MOCC	Sarajevo	January 01
Chief CAOC	JF CTFMP-028	O3/111X, 13XX	Turkey	September 00
F/A 18 TACREP Off	DF500-51	O3,13XX	Vicenza	October 00
Comm Officer	DF600-04	O3/619X	Vicenza	October 00
Military Observer	MIL 01	O4	Western Sahara	January 01
Military Observer	MIL 02	O4	Western Sahara	January 01
Military Observer	MIL 03	O4	Western Sahara	January 01
Military Observer	ET-001	O5	East Timor	October 00

#### The Olmsted Scholar Program

The Olmsted Scholar Program offers grants for two years of graduate study in a foreign country to three competitively selected career officers with regular commissions from each of the three military departments. The Olmsted Scholars enroll as full-time students and study in a language other than English while interacting with the residents of the countries in which they are living. They are expected to live on the economies of their host countries, and be connected with American military installations and embassies for necessary administrative purposes only. The spouses of married scholars also receive grants for language training and to defray other expenses incident to their participation in their spouses'educational endeavors.

Each year, Superintendent, United States Naval Academy and the Commanding Officers of Naval Reserve Officers' Training Corps nominate prospective graduates for the program. Once nominated from any source, an officer, if he/she desires and is available, is eligible for reconsideration through the 11th year of active duty. Nominees must notify the program sponsor by letter to be considered by the current year selection board. The Olmsted Scholar selection board is held once a year to select three principle candidates to be nominated for this scholarship. Of the three candidates, one will be a service academy graduate, one will have been commissioned from the Reserve Officers Training Corps or other

Officer Training Programs and the third from either of these categories. The final selection of scholars, designation of the foreign universities they will attend and their areas of study, are made by the Board of Directors of the Olmsted Foundation.

For more information, refer to SECNAVNOTE 1520, or visit the Professional Education and Subspecialties Web Site at http://www.persnet.navy.mil/pers440/. Program Sponsor is Ms. Billie Colonna at the Navy Education and Training Program Development and Technology Center, Code N25A, Pensacola, Fla., DSN 922-1807, Comm (850) 452-1807.